



AXA Sustainability Update

AXA's purpose is to Act for Human Progress by Protecting What Matters



Expanding AXA’s responsible role in society

AXA’s purpose is to act for human progress by protecting what matters. As an organisation, we are committed to embedding sustainability into all our activities. To help drive us forward in this pursuit, I’m delighted to introduce AXA Ireland’s Sustainability Update, which is focused on expanding AXA’s responsible role in society.

We are concentrating our activities on four key ambitions which we explore in a little more detail in this report.

We are **managing and delivering our climate transition** by using our unique expertise and products to support our customers, and by developing climate adaptation solutions and services.

We are **enhancing our inclusive insurance** offering by addressing protection gaps and developing solutions for those historically excluded from the insurance market.

To make the most meaningful contribution to the communities in which we work, we are **boosting AXA’s colleague volunteering** programmes, and **upskilling** and engaging key business and sustainability contributors.

With **dedicated philanthropic funding**, we are empowering scientific research to help tackle the most important issues facing our society and our planet.

Globally, sustainability at AXA is measured against the **AXA for Progress Index**. In Ireland, we are playing our part to ensure we have a positive impact on society both now and for future generations.

We’re on a journey to act for human progress towards a greener and more sustainable future.

Marguerite Brosnan
CEO AXA Insurance dac



Progressing our climate transition

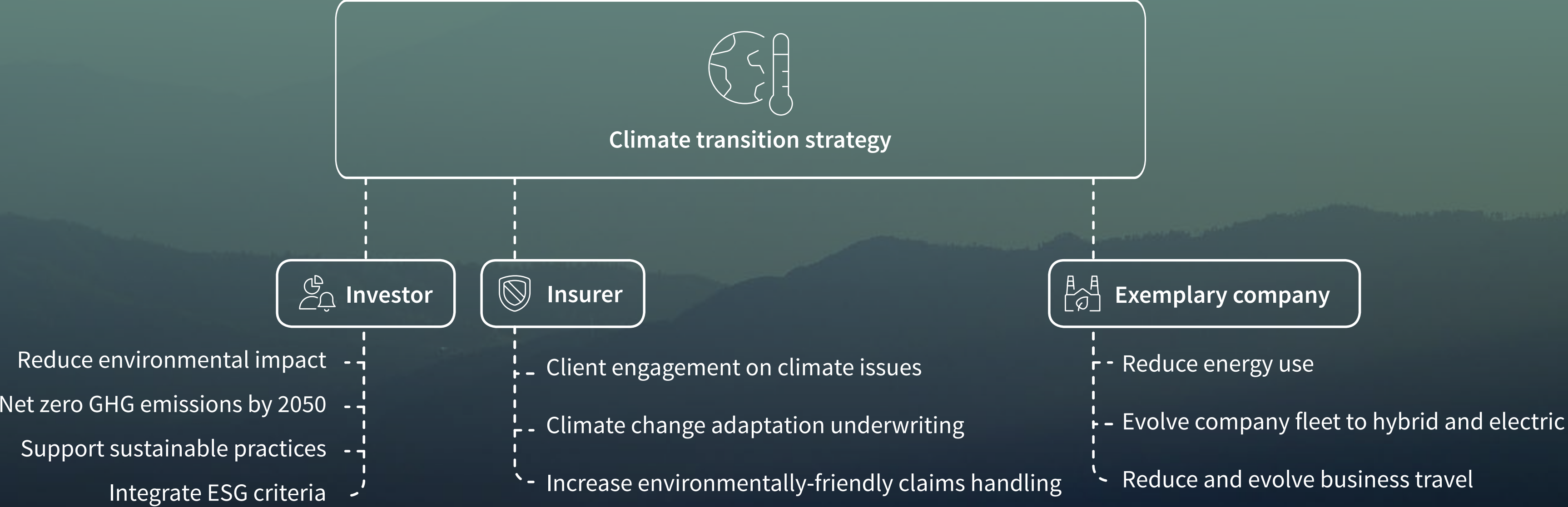
We are managing and delivering our climate transition through a three-pronged approach as an investor, an insurer, and an exemplary company.

As an **investor**, our main goal is to reduce the environmental impact of our investment portfolio and work towards achieving net zero greenhouse gas emissions by 2050. To do this, we are committed to supporting sustainable practices in line with the Paris Agreement, providing long-term investment, and contributing to the development of stronger, more sustainable societies.

We are also placing importance on conserving biodiversity and integrating environmental, social, and governance (ESG) criteria into our investment strategies and responsible investment policies.

Our **insurance** activities cover engagement with our clients on climate-related issues; underwriting activities that focus on climate change adaptation and mitigation, and make the processing of claims more environmentally-friendly.

As an **exemplary company**, our main goals are to reduce our own greenhouse gas emissions, such as our energy use, company vehicles, and business travel.



Progressing our climate transition

Energy efficiencies and reduction of emissions



Reducing energy use across our entire estate



Continuing our move away from fossil fuels



Educating and supporting colleagues to lower their carbon impact



Reducing business travel



Encouraging the use of sustainable transport



Evolving our fleet to hybrid and electric vehicles



By 2030, we aim to offset the remaining emissions through high-quality carbon credits

In 2024, we achieved a -38% carbon intensity reduction in our investment portfolio against 2019 baseline.* ¹

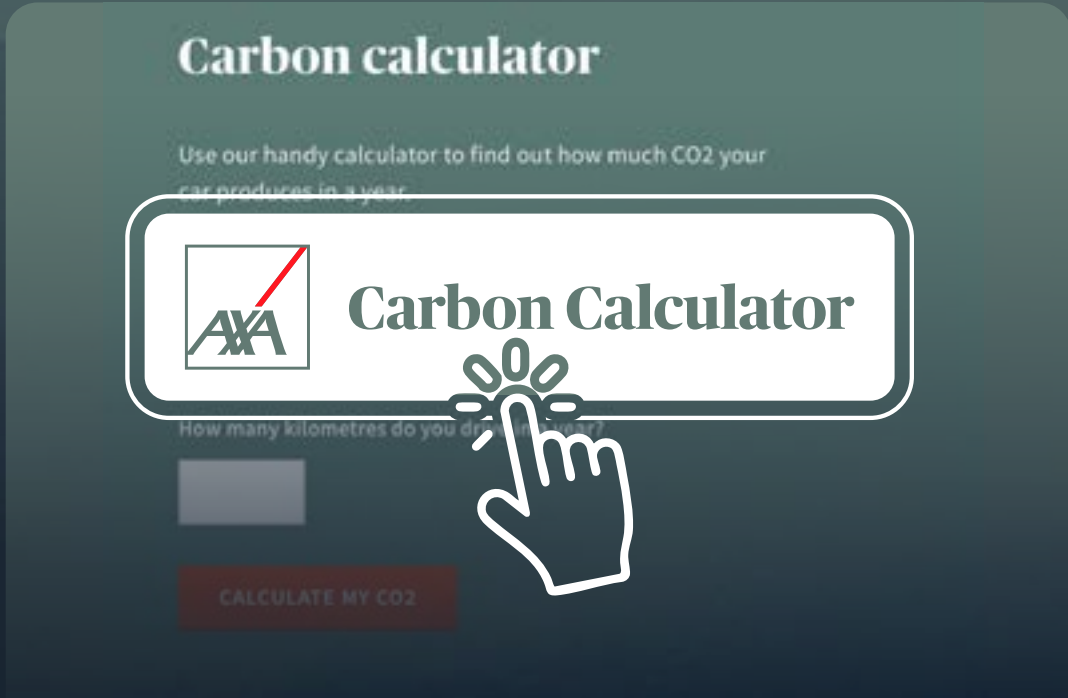
We now use only 100% renewable energy in our workplaces.

Our total energy consumption has reduced by 36% since 2019.* ²

We have achieved an 80% reduction in our total greenhouse gas (GHG) energy emissions since 2019* ³

AXA Carbon Calculator

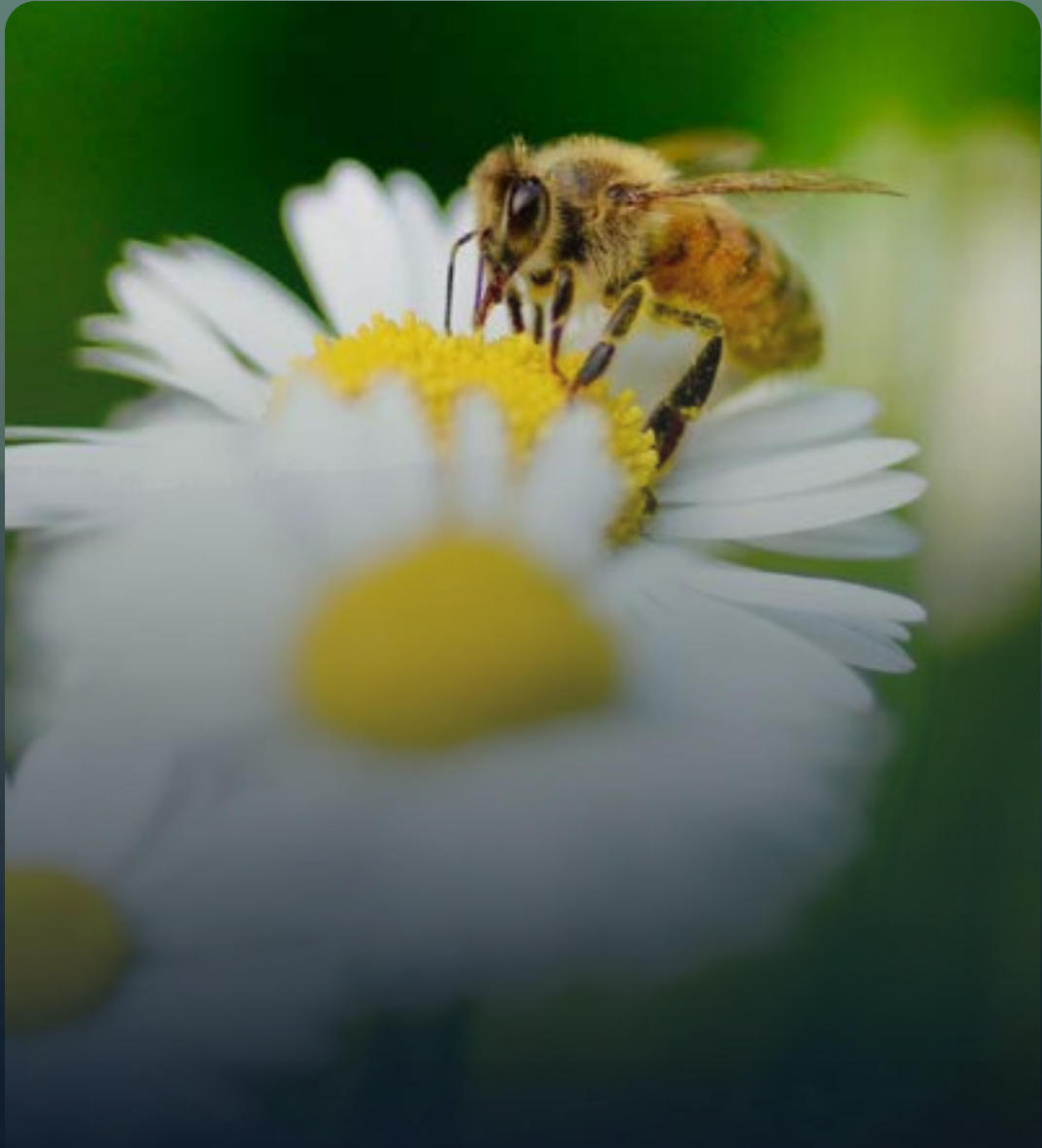
By calculating their driving emissions, our carbon calculator helps customers see how much CO2 their car produces. The calculator has been used in over one million car insurance quotes.



AXA Beehives

Bees play a crucial role in our ecosystem, supporting the reproduction of crops and contributing to biodiversity. AXA Ireland has two sets of hives, on the roofs of our offices in Dublin and Derry, housing up to 60,000 bees at their peak.

These bees provide much needed pollination of flowers within a 3-mile radius of the sites, helping to maintain the local ecosystems, together with a plentiful harvest of local honey.



¹ Investor, Group target of 50% reduction in carbon intensity of AXA's investment portfolio by 2030. We have exceeded the 2024 target in Ireland.

² We have a UK & Ireland target of 40% reduction between 2019 and 2030. We have exceeded the 2024 target in Ireland.

³ The overall Group target on this metric is a reduction by 50% by 2030 (2019 baseline) with remaining emissions offset with high quality carbon credits. We have exceeded this target in Ireland in 2024.

Education is the driver for change

We believe that education is key to delivering climate transition. That is why we offer a range of services which extend well beyond traditional insurance.

We are committed to creating a culture of awareness around sustainability and helping to educate both our colleagues and our business community and partners.

The **AXA Climate School** helps to educate our colleagues, business community and partners, engendering an ethos of education around sustainability.

The **AXA Sustainability Academy** will be rolling out sustainability training courses to all colleagues in 2025, to widen their knowledge and understanding.

Part of the AXA Research Fund, **MasterScience** is a suite of open masterclasses featuring renowned researchers from across the globe. It is a programme designed for people to benefit from the best science insights of key societal challenges. It covers climate and the environment, health, socio-economics and new technologies.



Enhancing our inclusive insurance offering

Our commitment to **inclusive insurance** is to provide accessible, attractive insurance products that offer good value for money. We aim to create products that are easy to understand and resonate with the needs of a wide and diverse customer base, and to design customer journeys (from sales to claims), that are simple for customers to navigate.

By embracing best-in-class practices in responsible business and innovation, AXA is dedicated to supporting over 20 million customers globally by 2026, particularly addressing vulnerabilities related to gender, age, and health.

Through these efforts, we are determined to protect what matters most to our customers and provide essential support during their times of greatest need. We aim to play a crucial role in closing the protection gap for those historically excluded from the insurance market.

Supporting the self-employed

We believe that being self-employed shouldn't be a risk. We commissioned research and produced the report: **'The Allure and Anxiety of Self-Employment: A Balancing Act'**, which explores the unique challenges and vulnerabilities faced by the self-employed in Ireland.

“Together, we can ensure that the self-employed continue to be the backbone of our economy, contributing to vibrant and innovative economies across the island of Ireland.”

John Caird
Commercial Director, AXA



Inclusive insurance in action

Protecting micro-businesses

We have created **Services Protect** for Ireland’s micro-businesses in the personal services sector, to ensure they have the cover they need to protect their livelihood. This provides business owners such as dog walkers, yoga instructors, beauticians and bakers, with standard public liability cover, together with options for additional protection if needed.



Serving our customers

Through our award-winning **AXA Plus** loyalty programme, our customers can access savings on their home energy costs and benefit from energy suppliers who are leading the transition towards greener, cleaner and smarter energy generation.

At AXA Ireland, we are committed to making our services more inclusive and accessible to all customers. We are working hard to remove accessibility barriers, so it is easier for customers to visit our branches.

We have specific initiatives around anti-discrimination advocacy and age-inclusivity. When customers visit our branches, we make it clear they are welcome and will be treated with respect. From designing our branches around the needs of our customers, to providing spare reading glasses, we want our branches to be a welcoming place.



SignVideo: Our Northern Ireland branches now include SignVideo to better serve customers who are deaf or have hearing loss. SignVideo allows customers to communicate effectively with our staff through a qualified sign language interpreter.

Partnership with Access Earth: Our branch network actively supports Access Earth’s initiative to review accessibility in local towns, cities and villages.

By integrating these services into how we operate our branches, we aim to ensure that all customers, regardless of age or ability, feel welcomed and well-served when they visit us.

Our ROI branches are officially recognised as Accredited Age Friendly Businesses by Age Friendly Ireland.

Putting corporate responsibility into action

As a company, we're committed to embedding sustainability into all our activities, including the role we play in the community and the environment we create for our colleagues and customers.

Through empowering and supporting a series of initiatives and activities, we aim to have an increasingly positive impact on society that benefits both current and future generations of Ireland.



AXA Trees

Today, less than 2% of Ireland is covered by native woodland. That's why we're proud to partner with **The Nature Trust**, who are helping us to deliver native woodlands at scale across the Republic of Ireland. We have invested **€2 million** to plant **200 hectares** of native trees all over the country. As of the end of 2023, **53 hectares** have been successfully planted, greatly enhancing the local biodiversity by encouraging native flora and fauna including birds, insects and forest animals. The Nature Trust will manage these forests on AXA's behalf for the next 100 years.



AXA Ireland Fund

The AXA Ireland Fund supports communities and non-profit enterprises and organisations who address key social issues. The Fund grew out of AXA Parks, a 2022-23 initiative to support sustainable, community-led projects creating or improving green spaces in their areas. AXA Parks have provided grants to 84 projects across 32 counties that benefit over 350,000 people, amounting to €900,000.

The Fund has supported The Great Care Co-op, a social enterprise and worker co-operative, founded by migrant women who provide care to those in need, and GLOW (Giving Life Opportunities to Women), a cross-community organisation that helps empower women. This is enabled by our partnership with Community Foundation Ireland, a dedicated team of experts who help manage the Fund.



Supporting our colleagues

Internally, we have a comprehensive and inclusive support programme for our colleagues, creating an environment that enables them to thrive and flourish both in their life and work. We have a host of activities underway, including, Diversity, Equity and Inclusion learning and education, our Disability Action Plan, and a focus on gender balance and pay.

For FY2024, we maintain our position as having the lowest insurance gender pay gap in Ireland with significant differences between AXA Ireland and our key industry peers.

The AXA Local Community Awards

To support the communities in which we work, this initiative recognises and rewards the amazing work carried out by local groups to build skills, deliver positive change and create a better future for their communities.

Each of our branches across Ireland awards €2,500 (Republic of Ireland), and £2,000, (Northern Ireland) to local groups that demonstrate how their work is contributing to a safer and more resilient future for their local community.

Celebrating dedication and impact

From innovative projects that build skills in the community, to initiatives that foster social inclusion, the dedication of all these groups is truly inspiring. From all the entries, we chose three outstanding recipients for two national awards of €10,000 in ROI and one of £10,000 in NI.



Community Connect operate a Baby Bank to alleviate poverty for pregnant mothers and families with young children. Through their volunteer-run hub in Galway, they provide essential items such as baby equipment, clothing, and hygiene essentials to reduce the financial strain on struggling families and promote a sense of security for new parents. The organisation provides invaluable and essential support to families in need.



Cancer Connect have been providing a crucial transport service for cancer patients in County Cork, for the last 13 years, with a team of 450 dedicated volunteers driving patients to medical appointments. Their service goes beyond transportation, offering comfort and support to those facing the challenges of cancer treatment. The immeasurable impact of their kindness and dedication is evident in the countless stories of assistance and compassion shown to those in need.



Active Youth NI aims to ensure all children, regardless of their gender, socio-economic status or background, have access to physical activity through a programme designed to instil healthy habits and address the gap in physical, mental, and social well-being outcomes. By contributing to a healthier, happier, and more resilient generation in Northern Ireland, Active Youth NI is making a lasting impact on the lives of young people and creating societal change.



Supporting our communities through volunteering

We are dedicated to improving the lives of our people and the communities where we live and work. One of the ways we do this is by empowering and supporting our colleagues to volunteer within their local communities.

We have built a culture that enables our colleagues to volunteer in a structured and supported manner. In Ireland, all colleagues have access to 21 hours of paid leave to volunteer in the local community.

Colleagues are proud to be able to take this time, and use their energy to support causes that are close to their hearts.

As well as volunteering for local charities and groups, we actively seek out all the places where we can help, no matter how large or small.

AXA Week for Good

This is one full week dedicated to sustainability, when colleagues come together to give their time and resources to act for good.



In 2024, volunteering activities included:

- Beach clean-ups and garden clean-ups at a palliative care centre, community centres nationwide, and an urban working farm.
- Sports mentoring.
- Fundraising.
- Packing charity donation boxes to provide the homeless with basic essentials.
- Launching Access Earth, to provide greater accessibility for all.
- The AXA Choir sang Christmas Carols at two hospitals, bringing seasonal cheer to sick children and to patients in palliative care.



AXA Ireland volunteering in numbers

670 volunteers across the business participated in at least one volunteering activity in 2024.

This equates to **42%** of colleagues in AXA Ireland.

Colleagues volunteered at over **90** different events in 2024, with many employees volunteering more than once.

The AXA team logged over **3,200** hours with worthy causes in the year, totalling over **450** days of volunteering.



AXA Roadsafe Roadshow

AXA Ireland has always had a strong commitment to road safety.

Between 2019-2023, 180 drivers under 25 years of age have been killed on Irish roads and this group is significantly over-represented in the statistics. Too many young people are being killed or receiving life-changing injuries on our roads.

As a key supporter of road safety, we wanted to do something about this, so we developed our award-winning AXA Roadsafe Roadshow, in conjunction with An Garda Síochána, local Road

Safety Officers, emergency services, A&E Consultants and relatives of accident victims.

This focused educational campaign delivers a hard-hitting road safety message to Transition Year students across Ireland. Through a mix of theatre, video and moving first-hand accounts, students are exposed to the dangers of driving and learn to respect the roads and drive safely.

The AXA Roadsafe Roadshow has run for over 15 years across a number of counties in the Republic of Ireland, and we estimate that 12,500 students attend on an annual basis. The event has been run in Northern Ireland since 2001, together with the Police Service of Northern Ireland (PSNI) and the support of AXA Insurance.

In 2025, our plan is to hold 10 roadshows nationwide in counties that have recorded the highest number of fatalities in 2024.



AXA Roadsafe Roadshow

“The key takeaway that I learnt at the AXA Roadsafe Roadshow today was to slow down because there’s no point in driving fast. And if you’re in the car with your friends, tell them to slow down as well if you don’t feel comfortable. It’s not really worth putting your family and friends through all the grief.”

Student,
Killarney Community College



“It’s not worth going fast just to be there 5 minutes earlier. It’s just not worth it.”

Student,
Killarney Community College



Supporting philanthropic funding

Sixteen years ago, AXA established the global **AXA Research Fund**, AXA Group’s scientific philanthropic organisation. Its mission is to support independent academic research in key areas related to risk, and to inform science-based decision-making to address the most important issues facing our planet.

The **AXA Research Fund** supports research projects in important areas that work towards a brighter future: health, climate and the environment, new technology and socio-economics.

The Fund offers post-doctoral joint research initiatives and chairs with significant funding, and we work closely with the Fund.

Additionally, the Fund houses multiple approaches to the dissemination of scientific knowledge to inform decision-making, with the use of articles publications and online masterclasses.

Since the inception, seven projects in Ireland have so far received funding, with over **€2m** committed. The most recent Ireland-located project, covering the topic of Malaria Prevention, received an AXA Chair worth **€1m over 4 years** and is now nearing completion.

Academic institutions around Ireland are invited to apply for funding. Funding rounds open in 2025.

[Find out more information and apply here](#)




Because science is
at the heart of
human progress

AXA at a glance

A commitment to sustainability and community in Ireland


At AXA, we believe that sustainable practices and community engagement are essential to our growth and success. As we look to the future, we remain committed to making a positive impact in Ireland and beyond, through our sustainability initiatives and dedication to our customers and communities.



A rich history spanning over **300 years**

Our Irish roots date back to **1722**

A prominent player in the Irish market for **25 years**



We've grown to employ more than **3,000 colleagues**

Our colleagues work across **8 distinct entities:**

- AXA Insurance DAC
- AXA XL
- AXA IM Select
- MPS Financial
- AXA Life Europe
- AXA Global Health
- AXA Partners

And in 2023, **laya|healthcare** became part of AXA



2.1 million customers

24 branches in ROI



10 branches in NI

Commitment underscored by strategic investments: **€650 million** in **laya|healthcare** last year



Part of the **AXA Group**
One of the largest global insurance groups

Nearly **150,000 colleagues**



in over **50 countries**

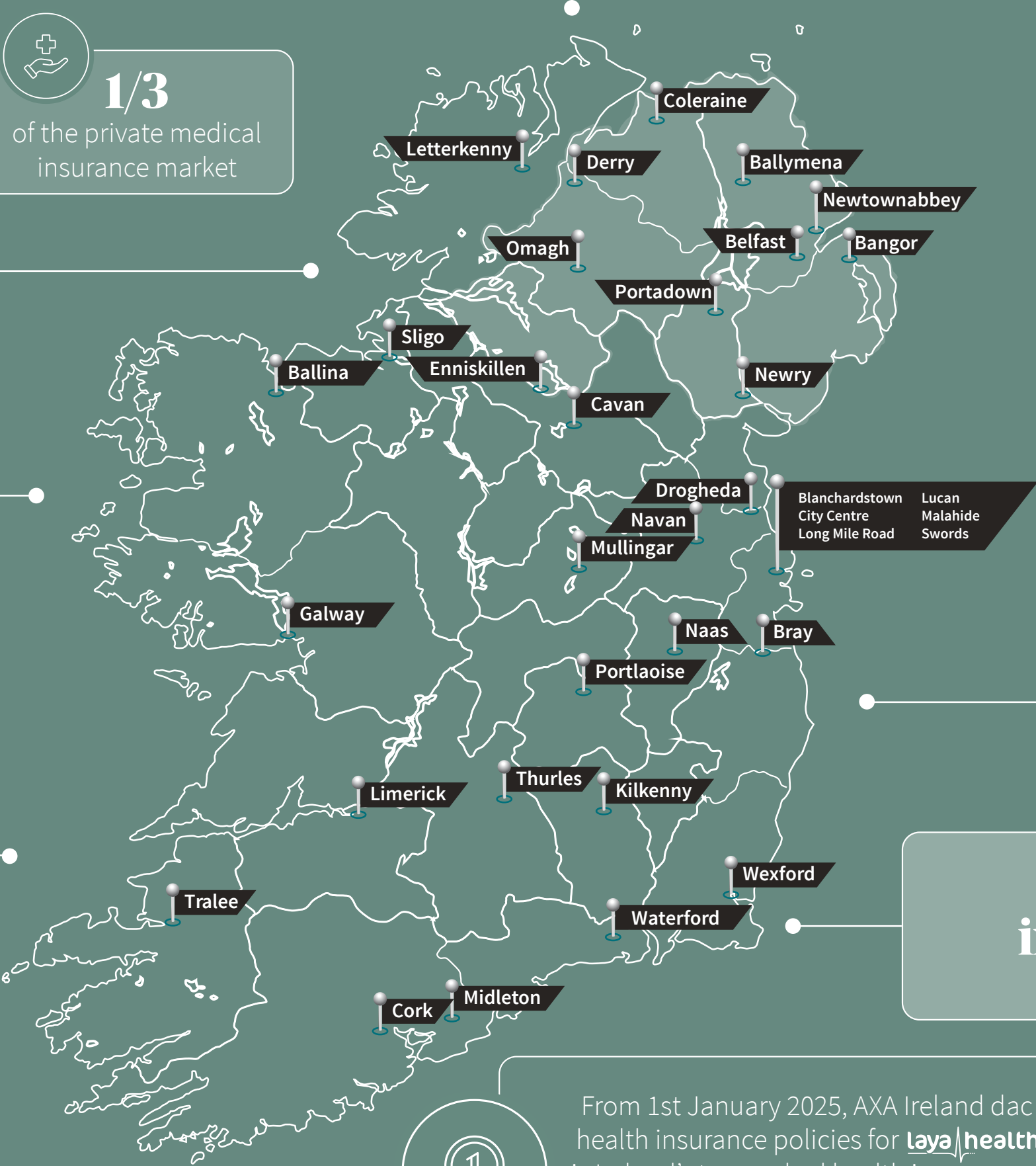
Protecting more than **94 million** clients worldwide



No. 1 health insurance provider in the European market



5 healthcare clinics in ROI





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From 1st January 2025, AXA Ireland dac is underwriting all new and renewing health insurance policies for **laya|healthcare** members. Now part of AXA, Laya is Ireland's top-ranked health insurance provider, RepTrak® Sustainability Index (2024), and shares AXA's deep commitments to sustainability. We will include highlights of Laya's sustainability journey in future updates.



2024 update



French Irish Company of the Year **2024**

