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LE GOUVERNEMENT  
DU GRAND-DUCHÉ DE LUXEMBOURG  
Ministère des Finances

# LUXEMBOURG WOMEN IN FINANCE CHARTER

A pledge for gender balance in the Luxembourg  
financial centre



# THE CHARTER



The Luxembourg **Women in Finance Charter** (the “Charter”) is a commitment by signatory firms and representative bodies to achieve greater gender balance and inclusivity across the Luxembourg financial services sector.

Supported by the Luxembourg Ministry of Finance , this Charter underpins the industry’s ambition to see increased participation of women at all levels within financial services organisations and representative bodies in Luxembourg.

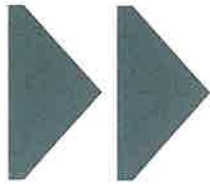




Encouraging gender balance in the financial services sector is decisive in building a solid talent pool. This will lead to a greater diversity of thinking, experience and leadership styles in decision-making processes, for the economic benefit of the business, clients and the wider community.

Recognising the sector's diversity and firms' different levels of maturity on gender balance, this Charter encourages each signatory to set its own measurable objectives to promote gender balance.

PLEDGE  
AS A SIGNATORY OF THE CHARTER,  
OUR FIRM COMMITS TO:



promoting the progression of women at all levels, including at senior and board levels



appointing an Accountable Executive (AE) who is responsible and accountable for gender diversity and inclusion



setting internal targets and action plans which will be integrated into our firm's goals



supporting transparency by publicly reporting on progress against these targets annually on our firm's website

Name of firm:

Amundi Luxembourg S.A.

Signature:

Signatory name:

Enrico Turchi

Signatory title:

Deputy CEO

Date:

2023-03-02

# 1. FIRM PROFILE

1.1 Firm and representatives information (Please fill column B with the required information)	
Firm name:	Amundi Luxembourg S.A.
Name of person entering the data:	Uschi Keufen
Position within the firm:	Head of HR
Email address:	<a href="mailto:uschi.keufen@amundi.com">uschi.keufen@amundi.com</a>
Phone number:	+35226867370
Name of Accountable Executive (AE) appointed as per the Charter pledge:	Pierre Jond
Email address of Accountable Executive (AE):	<a href="mailto:pierre.jond@amundi.com">pierre.jond@amundi.com</a>
Phone number of Accountable Executive (AE):	+35226867370
WIF Charter signing date:	02/03/2023

1.1.1 The AE sits on the ExCo (or equivalent decision making group) or the Board of the entity that has signed the Charter (Please put an X below your choice)	Exco or equivalent	Board	Other (please clarify)
	<b>x</b>	<b>x</b>	

1.1.2 The participation in the charter is approved by the AE in the name of the body she/he represents according to 1.1.1 (Please put an X below your choice)	Yes	No
	<b>x</b>	

1.2 Group headquartered in:	Please put an X whether it is Luxembourg, EU or International and provide the details as requested	
<b>Luxembourg</b> Address: Postal code:		
<b>EU</b> Country: Address: Postal code:	France	<b>x</b>
<b>International</b> Country: Address: Postal code:		

1.3 Sectors of activity (Please put an x next to the selected ones)	
Bank	
Financial holding company	
Investment firm	
Specialised PFS	
Support PFS	
Electronic money institution	
Crowdfunding service provider	
Central securities depository	
Multilateral trading facility	
Payment institutions	
SGD/SII – Recognised deposit guarantee and investor compensation scheme	
SG 15 – Management company <sup>1</sup>	<b>x</b>
AIFM – Alternative investment fund manager <sup>2</sup>	<b>x</b>
Organised trading facility	
Mortgage credit intermediaries	
Account information service providers	
SG 16 – Management company <sup>3</sup>	
PSAV – Virtual assets service providers	
Regulated market	
Liabilities manager	
Service providers excluded under Article 3 of payment services law <sup>4</sup>	
Direct insurance – non-life insurer	
Direct insurance – life insurer	
Reinsurance	
Pension fund	
PSA – Professionals in the insurance sector	
Intermediates – Insurance intermediates (agents, agencies, broker firms, brokers, sub-brokers....)	

<sup>1</sup> Authorised under Chapter 15 of the law of 17 December 2010; <sup>2</sup> According to the law of 12 July 2013, <sup>3</sup> Authorised under Chapter 16 of the law of 17 December 2010, <sup>4</sup> Excluded as per point (i) and (ii) of point (k) and (l) of Article 3 on the law of payment services

Sources:

<https://searchentities.apps.cssf.lu/search-entities/search?lng=en> and <https://www.caa.lu/fr/operateurs/assurances-directes/lps-notifications-non-vie>

## 2. METRICS - BASELINE

Every Charter signatory is required to provide the metrics reflecting the situation at their firm for the current year. The signatory can choose the baseline date between 1 January and the 30 September 2023<sup>1</sup>. For example, the Charter signatory can provide the information that reflects the situation at the 31 March of the same year, which is within the timeframe 01/01/2023 and 30/06/2023.

<b>2.1 The data you are providing reflects the situation at your firm at the date:</b> <i>(Please include a date as per required format in column B)</i>	30/09/2023
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### 2.2 Headcount of female and male employees employed in Luxembourg by the time of becoming a WIF Charter signatory

	Female	Male	Total
Full-time	31	48	79
Part-time	10	4	14

### 2.3 Headcount of the total number female and male executive positions in Luxembourg by the time of becoming a WIF Charter signatory

	Female	Male	Total
Board Members	1	5	6
ExCo/c-suite	1	5	6
Senior Management	6	10	16
Middle and junior management	3	6	9
Other staff (without managerial responsibilities)	31	31	62

6 not included in the 2.2

#### 2.3.1 Specification of the roles of executive and management positions *(optional, in case they differ substantially from standard company structures)*

#### 2.3.2 Other headcount metrics, if used, except gender *(optional)*

(Languages, nationalities...)

<sup>1</sup> As indicated in the Guidelines,

•Deadline for setting targets: 30 September 2023 (an initial report on the targets set by signatories is scheduled to be published in Q1 2024)

•First reporting period: 01 January 2024 to 31 December 2024

•First annual progress report: Q1 2025

### 3.A HEADLINE TARGETS

Every Charter signatory is required to set a headline target for female representation at Board level and either at ExCo/c-suite or more generally at senior management level. Headline targets are targets for gender diversity for Board members, ExCo/c-suite and/or senior management level. The headline target should reflect the firm's desired normative state in the future (1-5 years). The headline target can be adjusted over time upon communicating the changes. There is no minimum requirement for headline targets.<sup>1</sup>

3.a.1 Board and ExCo/C-suite are the same within the firm: (Please put an X below your choice)	Yes	No
		<b>x</b>

3.a.1.1 The firm's headline target for female representation at Board level: (Please include a percentage in column B)	33%
3.a.1.2 The timeframe by which the firm's headline target for female representation at Board level is to be achieved: (Please include a date as per required format in column B)	31/12/2025

3.a.1.3 The firm's headline target for female representation at ExCo/c-suite level: (Please include a percentage in column B)	33%
3.a.1.4 The timeframe by which the firm's headline target for female representation at ExCo/c-suite level is to be achieved: (Please include a date as per required format in column B)	31/12/2025

3.a.1.5 The firm defines senior management as:	Please indicate your choice with an X:
ExCo minus 1	<b>x</b>
ExCo minus 2	
ExCo minus 3	
Other	

If the senior management structure differs from the standard (ExCo-1, -2, -3) please specify:

For signatories whose boards are composed of shareholders or externally appointed members, a "comply or explain" procedure will apply. Please, explain why no targets can be set at board level by the organisation and what other measures you are taking instead.

3.a.1.6 The firm's headline target for female representation at senior management level: (Please include a percentage in column B)	33%
3.a.1.7 The timeframe by which the firm's headline target for female representation at senior management level is to be achieved: (Please include a date as per required format in column B)	31/12/2024

<sup>1</sup>In a yearly Charter report, signatories' progress towards the headline will be disclosed as "on target" (where progress was made towards a headline desired in the future), "achieved target" (where the established headline was reached on time), "surpassed target" (where the headline target was reached before the desired date) and "missed target" (where the headline was not reached by the desired date). See tab 7. Target progress.

### 3.B OPTIONAL HEADLINE AND INTERIM TARGETS

Headlines for middle/junior management and interim targets at all levels are optional. Interim targets serve as shorter-term objectives to be able to track progress in a shorter 6-12 month period. They serve as a reminder for the firm's gender policies, providing concrete numbers for comparison over time. They should be regularly adjusted in synergy with the headline targets.

<b>3.b.1.1 The firm's headline target for female representation at middle and junior management level:</b> <i>(Please include a percentage in column B)</i>	33%
<b>3.b.1.2 The timeframe by which the firm's headline target for female representation at middle and junior management level is to be achieved:</b> <i>(Please include a date as per required format in column B)</i>	31/12/2024

<b>3.b.2 Interim targets for female representation at all levels:</b>	<i>Please indicate your targets</i>
Board	<b>33%</b>
ExCo/C-suite	<b>33%</b>
Senior management	<b>33%</b>
Middle and junior management	<b>33%</b>

<b>3.b.2.1 The firm's interim target for female representation at Board level:</b> <i>(Please include a percentage in column B)</i>	33%
<b>3.b.2.2 The timeframe by which the firm's interim target for female representation at Board level is to be achieved:</b> <i>(Please include a date as per required format in column B)</i>	31/12/2024

<b>3.b.2.3 The firm's interim target for female representation at ExCo/c-suite level:</b> <i>(Please include a percentage in column B)</i>	33%
<b>3.b.2.4 The timeframe by which the firm's interim target for female representation at ExCo/c-suite level is to be achieved:</b> <i>(Please include a date as per required format in column B)</i>	31/12/2024

<b>3.b.2.5 The firm's interim target for female representation at senior management level:</b> <i>(Please include a percentage in column B)</i>	33%
<b>3.b.2.6 The timeframe by which your firm's interim target for female representation at senior management level is to be achieved:</b> <i>(Please include a date as per required format in column B)</i>	31/12/2024

<b>3.b.2.7 The firm's interim target for female representation at middle and junior management level</b> <i>(Please include a percentage in column B)</i>	33%
<b>3.b.2.8 The timeframe by which your firm's interim target for female representation at middle and junior management level is to be achieved:</b> <i>(Please include a date as per required format in column B)</i>	31/12/2024



#### 4. SPECIFIC ACTIONS UNDERTAKEN

*Every Charter signatory is invited to describe in the box one to three actions undertaken (or planned) to achieve the WIF Charter or headline targets, answering to those questions.*

- 1) why and how your firm is benefiting/expects to benefit from these actions*
- 2) how your firm is measuring/expects to measure the impact of these actions (quantitative or qualitative)*
- 3) lessons learned form these actions*

*Action nr.1*

*support women in leadership positions after return from maternity/parental leave to ease their return in their roles*

*Action nr.2*

*offer proactive training for women in leadership positions and the identified high potentials to prepare themfor the next level position*

*Action nr.3*

*implement 360 feedback for all women in senior ledership position to support an individual dedicated development plan*