

LUXEMBOURG WOMEN IN FINANCE CHARTER

A pledge for gender balance in the Luxembourg
financial centre



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.

On 2 March 2023, Amundi Luxembourg S.A. has signed amongst other the « Luxembourg Women in Finance» Charter with the commitment to contribute to the development of a more inclusive financial sector.

The charter is supported by the Ministry of Finance and underlines the sector's ambition to increase the participation of women at all levels within the financial services companies and representative bodies of the Luxembourg financial sector.

Under the Charter, signatory financial institutions commit to designating an executive within their firm that will be responsible and accountable for gender diversity and inclusion, and commit to setting voluntary targets to achieve greater gender balance within their firm, notably at executive and senior management level, and to publicly report on progress towards the targets.

The charter shows the commitment of the signatory companies and professional interaction to achieve a better gender balance and inclusion across Luxembourg's financial services.

For Amundi, the specific target for continuing to promote gender equity are the following:

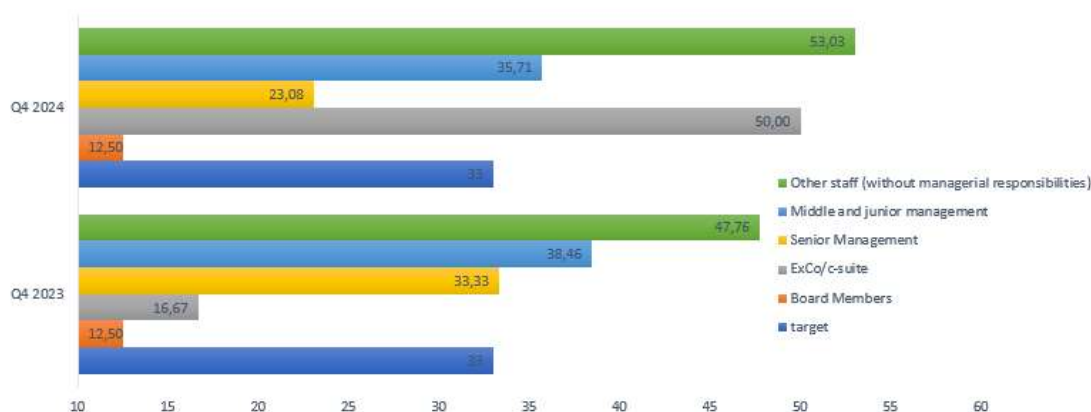
Target of maintaining a minimum of:

- ✓ 33% of women on the Board of Directors
- ✓ 33% of women on the Executive Management
- ✓ 33% of women at Senior Management Level
- ✓ 33% of women at Middle Management Level

Below the situation as of 31 December 2024 and the evolution since 31 December 2023:

	Female	Male	Total
Board Members	1	7	8
ExCo/c-suite	2	2	4
Senior Management	3	10	13
Middle and junior management	5	9	14
Other staff (without managerial responsibilities)	35	31	66
total (excl. Board of Directors)			97

Amundi gender balance evolution



Amundi has already taken a variety of actions in recent years, and given the progress already made, our unchanged goal is to maintain a minimum level of diversity at all levels of our hierarchy in the coming years.

Considering the statistics, solely due to the size of the company and the various governance bodies, the replacement of a single person can already have a significant impact on the results.

Therefore, Amundi will continue to focus on the overall goal and not strictly concentrate on a specific category on a specific date.