

PRESS RELEASE

KUALA LUMPUR, 14 DECEMBER 2016

AXA Affin General Insurance To Offer Employees 16 Weeks Maternity And 4 Weeks Paternity Leave

- > AXA Group employees around the world will receive a minimum of 16 weeks and 4 weeks fully paid maternity¹ and paternity² leave, respectively
- > AXA Affin General Insurance (AAGI) will align this global policy to all employees in Malaysia from January 2017

AXA Group is launching, as of January 1st 2017, a parenting policy to support employees in most of the 64 countries in which it operates. Whatever their family situation, all Group employees will receive a minimum of 16 weeks and 4 weeks fully paid maternity and paternity leave, respectively.

“This global policy gives all AXA employees the same rights and opportunities when expanding their family. I am convinced that a good balance between professional and private life is absolutely necessary to the performance and professional fulfillment of our employees,” said **Thomas Buberl, Group Chief Executive Officer of AXA.**

The policy will be rolled out across AXA’s network in Asia³ and implemented according to local market legislation, taking into account social and cultural factors. In Malaysia, AAGI employees will enjoy the fully paid maternity and paternity benefits effective January 1st 2017.

In Asia, AXA’s new parental policy of 16 weeks maternity and 4 weeks paternity leave generally exceeds the legal minimum. However where local laws or current benefits go beyond these advantages, the greater benefit will continue to be applied. The minimum legal requirement in Malaysia is 60 days maternity leave, with no minimum requirement for paternity leave. These benefits are also applicable to parents who adopt children of 2 years and below.

¹ Maternity or primary parent leave: the primary parent will take the primary responsibility for welcoming a child into the family. In cases involving the pregnancy of an employee or their partner, the pregnant woman is automatically the primary parent.

² Paternity or co-parent leave: the co-parent who takes responsibility for welcoming the child into the family but will not take the primary parent leave. In cases involving the pregnancy of an employee or their partner, the person who is not pregnant is automatically the co-parent.

³ Implementation in markets includes Hong Kong, Singapore, India, Indonesia, Malaysia, Thailand, Philippines, Japan and excludes China & South Korea. Japan will move to full alignment during 2017.

Mohd Syukri Ahmad Sudari, Chief Human Resources Officer, AAGI, said: *“Becoming a parent is one of the most important moments in life. At AXA, we believe it is important for our employees, particularly those who become parents, to have the time and flexibility to ensure proper care and protection for their family. A diverse and inclusive workforce is necessary to drive innovation, foster creativity and guide business strategies. Hence, it is our commitment to support our staff during period of change in their personal lives, to find balance in their professional and personal life. I believe this new parental policy will positively impact over 900 of our employees in Malaysia and further solidify AXA as a company who cares for employees, to position us to attract the best Malaysian talents moving forward.”*

AXA guarantees that employees who make use of the new parental policy can return to an equivalent role with the same salary and benefit structure. In order to help its employees balance the demands of their professional and private lives, AXA will offer flexible working options to each parent as well as dedicated HR and management support before, during and after the period of parental leave.

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