

# BOARD OF DIRECTORS' RESOLUTION ON THE APPLICATION OF THE "GENDER AMBITION 2025"

**Company name :** ERGO Life S.A.

**Activity sector :** Activités financières et d'assurance

**Company category :** PME

## Description of the action

Binding agreement on concrete quotas for women in leadership positions

## Context

Integration in the group-wide "Gender Ambition 2025"

## Objectives

- Agreeing on concrete and ambitious targets for the proportion of management positions in the company by the end of 2025. - Management: 25 % share of women. This is a central target set by the ERGO Group Board of Management without specific reference to the actual size of board or management bodies. - Reporting level 1 (BE 1) below the Board of Management: 25 % share of women

## Approach

As part of its "Gender Ambition 2025", ERGO wants to increase the proportion of women in management positions. By the end of 2025, at least 40% of management positions worldwide and across all management levels are to be occupied by women. In addition, at least 25% of the seats on each Board of Management are to be occupied by women by the end of 2025. The company ERGO Life S.A. in Luxembourg is also part of this initiative and is therefore covered by the following activities:

## Impact

Increasing the proportion of women in leadership positions

## « To do »

- Use of the Group's pool of junior managers - Exchange with the Diversity Department at Group level - Equal pay for men and women as a matter of course (already implemented previously) - Underpinned by an appropriate selection and appointment process - Comprehensible documentation and review