

EDGE Certified Foundation Annual Report 2022



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I. Message from the Board

The EDGE Certified Foundation is the custodian behind EDGE Certification, the leading global standards for Diversity, Equity and Inclusion (DE&I), centred on a gender and intersectional equity approach. The EDGE Global Standards and Certification help create a fairer place to work for employees. More than this, however, they also help to attract, develop, motivate, and retain higher performing, diverse talent and teams, and deliver genuine ESG value to the investor community.

We are proud that the footprint of EDGE Certified organizations now extends to 241 large organizations in 56 countries representing 26 industry sectors. During 2022 we experienced a significant increase in the number of organizations recertifying at a higher level of certification, and this was both encouraging and inspiring, demonstrating a true commitment to progress. We warmly congratulate the 25 organizations who improved their level of EDGE Certification in 2022 and are pleased to showcase these brands in our Report.

“In a time where almost all data and statistics collected and published on the state of gender and intersectional equity in the workplace show a glacial pace of change over time, EDGE Certified organizations are genuine leaders.”

EDGE Certified organizations place such high importance on becoming more diverse, equitable and inclusive workplaces, that they have chosen to apply the same discipline and rigour to DE&I that they would to their other business critical missions.

In a time where almost all data and statistics collected and published on the state of gender and intersectional equity in the workplace show a glacial pace of change over time, EDGE Certified organizations are genuine leaders. They demonstrate a commitment to action, and action to impact, using the power of objective measurement against global standards underpinned by third-party verification.



With the further strengthening and uptake of our EDGEplus Certification, in 2022 almost half of all EDGE Certifying organizations extended their gender-binary assessment to include the experiences of their employees and understand the perceptions of workers across their different gender and intersectional identities and gather diversity data where this is available and permitted. Achieving EDGEplus Certification enables organizations to showcase their commitment to analyzing gender and intersectional issues within the workplace. By removing homogeneity and looking at an individual's own and unique traits, they are able to expressly recognize the differences that determine how a person experiences their time in, and contribution to, the workplace.

Over the last 12 months we are pleased to have further strengthened the governance within the EDGE Certified Foundation with the arrival of two new Board members – Julie Coffman and Rupert Howes. They add proven global expertise in the complexity of DE&I and the rigour of the development and management of global Standards as the EDGE Certified Foundation embarks on another year that promises ongoing regulatory development and fundamental change in how organizations manage and measure DE&I in the workplace.



Priya Natarajan

President of the Board






Julie Coffman

Board Member



II. Our Vision, Mission, and Values

		
OUR VISION <p>Our vision is to create a world of equal opportunities, a world where men and women are equally valued and respected in all aspects of economic, political, and social life.</p>	OUR MISSION <p>Our mission is to use the EDGE Global Certification system to engage organizations across the world in fostering equal career opportunities for women and men across their different gender identities, race/ethnicities, sexual orientations, nationalities, age groups, and working with a disability status.</p>	OUR VALUES <p>Credibility. Rigour. Impact.</p>



III. The Issues We are Addressing

132

The overall global gender gap is projected to close in 132 years.

WEF, 2022

87

For every 100 men who are promoted from entry-level roles to manager positions, only 87 women are promoted, and only 82 women of colour are promoted.

LeanIn.Org and McKinsey & Company, 2022

42%

Around four in ten (42%) of LGBT+ employees report experiencing non-inclusive behaviours at work.

Deloitte, 2022

94%

94% of women believe that requesting flexible working will affect their likelihood of promotion.

Deloitte, 2023

93%

93% of US adults aged 50+ believe that age discrimination against older workers is common in the workplace today.

AARP, 2022



59%

59% of women experienced harassment (such as unwanted physical advances or repeated disparaging comments) and/or microaggressions (such as being interrupted or talked over, being patronized, and so on) over the past year at work.

Deloitte, 2022

<1/30

One in five C-suite leaders is a woman, and fewer than one in 30 is a woman of colour.

LeanIn.Org and McKinsey & Company, 2022

7.6%

The median unemployment rate for persons with disabilities stands at 7.6%, compared with 6.0% for persons without disabilities.

ILO, 2022

x2

Transgender adults are twice as likely as cisgender adults to be unemployed.

McKinsey, 2021

61%

61% of employees from marginalized racial and ethnic groups experience being on guard to protect against bias due to race, ethnicity, or gender.

Catalyst, 2022



IV. Certified Organizations

1. Overview of EDGE Certifications

In 2022, 103 organizations, across different geographical areas and industries, successfully attained EDGE or EDGEplus Certification, either by demonstrating their commitment, achieving certain milestones, or by demonstrating a strong performance overall in fostering an equitable working environment (Figures 1,2). The total number of EDGE Certified organizations was 241 at the end of the year (Figure 3).

Cumulative Certificates ever granted

Certificates granted per year

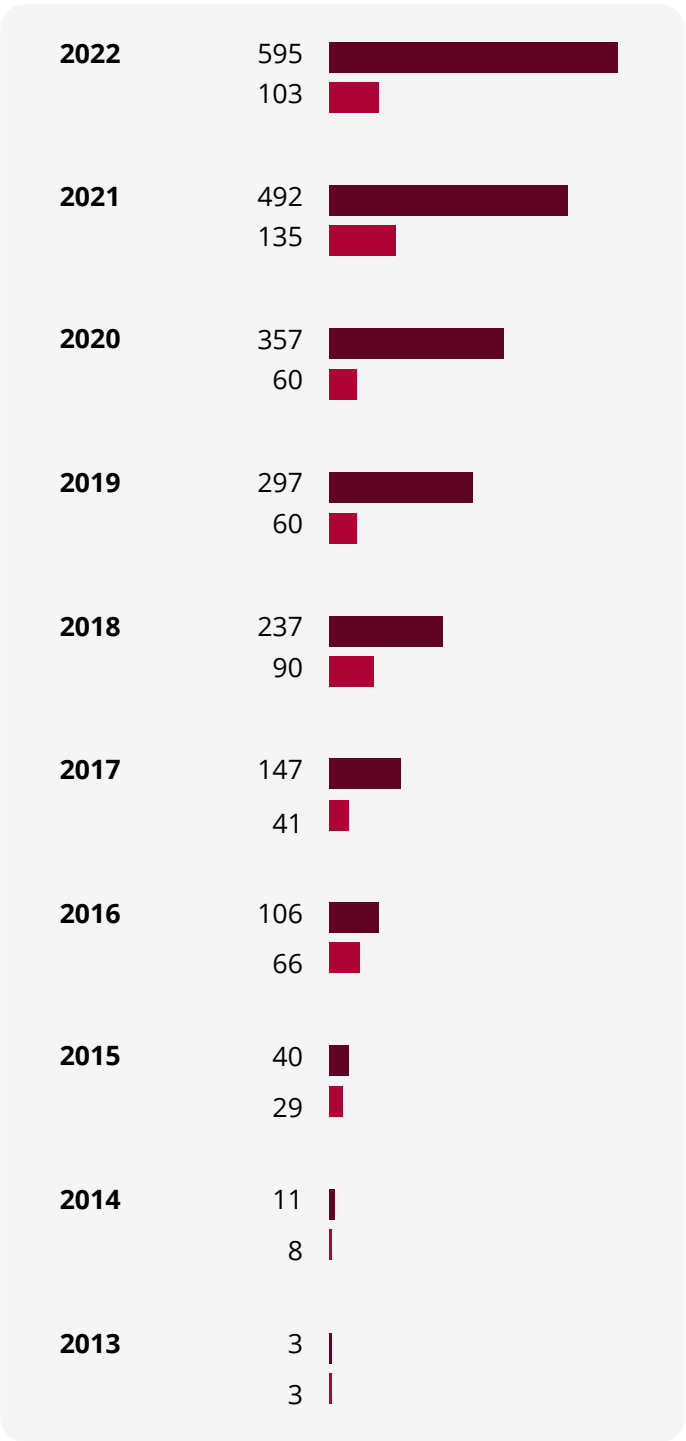


Figure 1. Overview of EDGE Certificates granted per year from 2013 – 2022.

Figure 2. Total number of first (FC) and recurrent (RC) EDGE Certificates granted in 2022.

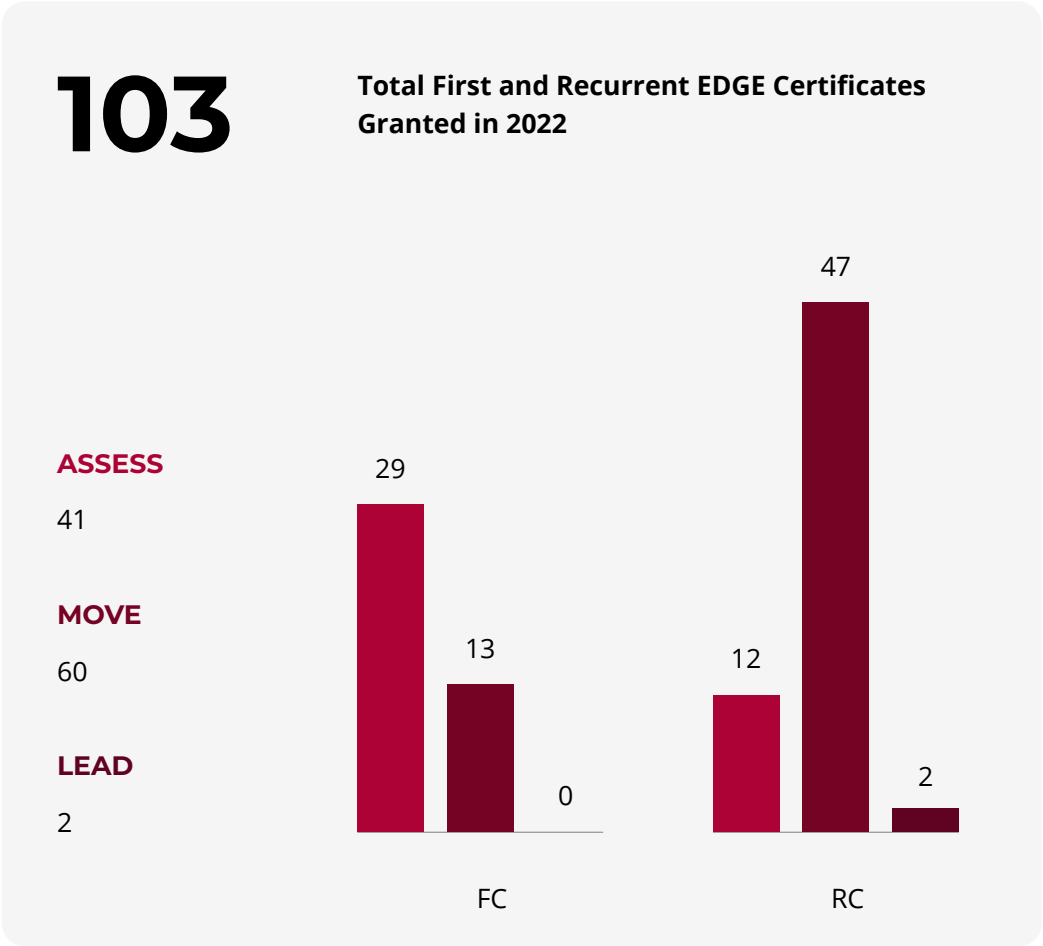
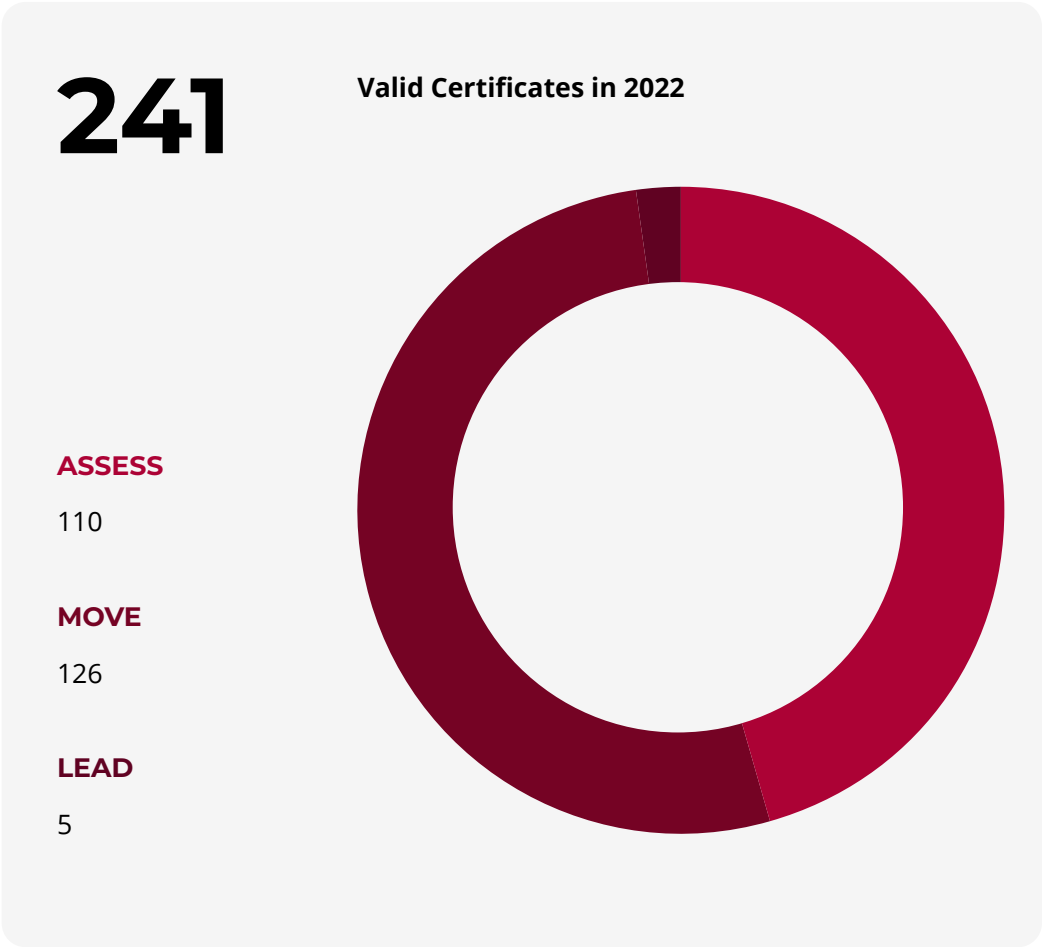


Figure 3. Total valid EDGE Certificates at the end of 2022 by EDGE level.



2. Geographic Distribution of EDGE Certified Organizations

Figure 4. Overview of EDGE Certified organizations in 2022 by region.

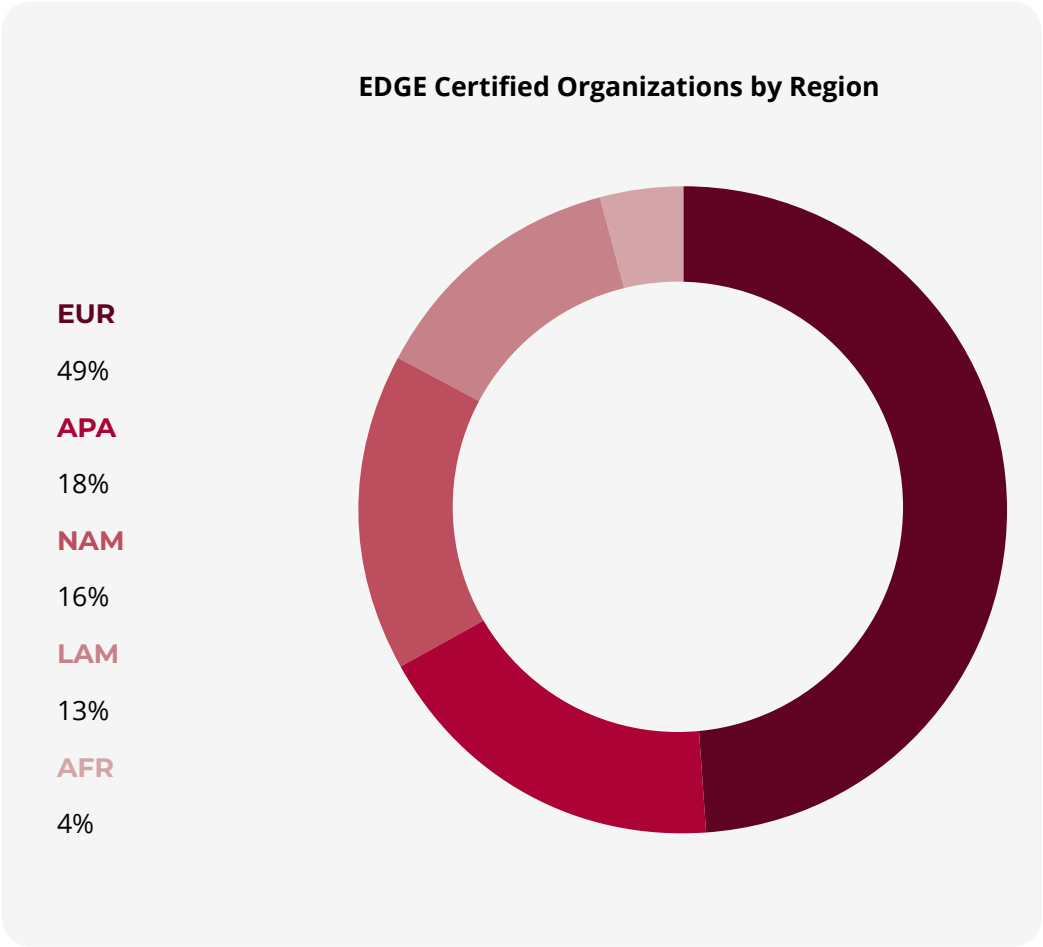
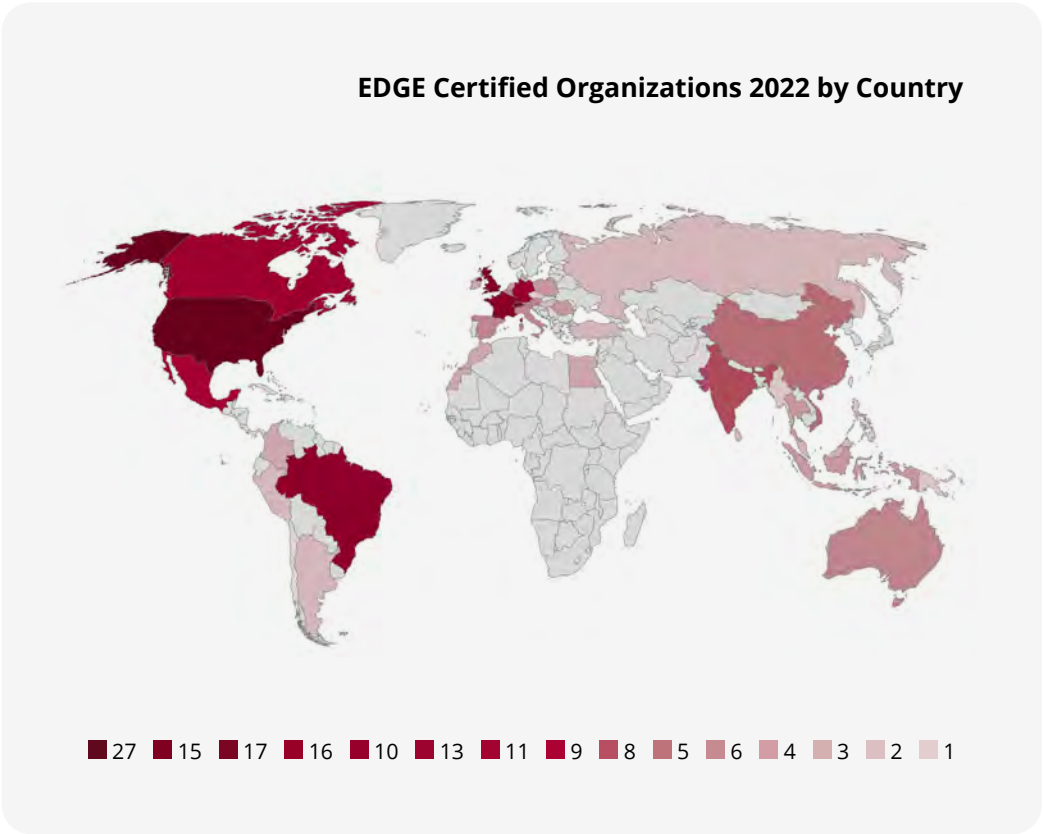


Figure 5. Overview of EDGE Certified organizations in 2022 by Country.



3. EDGE Certified Organizations that Recertified at a Higher EDGE Certification Level in 2022

The benefits and impact of EDGE Certification are dependent on an organization's level of certification and its performance across the four pillars that define success in gender equity. As an organization progresses through the EDGE Certification levels, they can experience increasingly tangible benefits and greater impact, including enhanced reputation, increased stakeholder trust, and competitive advantages in talent attraction and retention.

We would like to acknowledge the organizations that have made advancements in their gender equality certification levels. Their progression from one level to the next showcases their ongoing efforts and signifies a strong commitment to fostering workplace equity, and inclusion.

EDGE Certified organizations that progressed from **EDGE Move** to **EDGE Lead**



Holcim S.A. (CO)



Ontario Teachers' Pension Plan

EDGE Certified organizations that progressed from **EDGE Assess** to **EDGE Move**



Allianz Suisse Versicherungs-Gesellschaft AG



Ardian (FR, IT, UK, US)



AXA Investment Managers
(DE, FR, UK, US)



Capgemini (BR, FR)
Capgemini Technology Services (MA)



Chilena Consolidada Seguros S.A
Zurich Argentina Cia. de Seguros S.A.



CPP Investments (CA, UK)





European Investment Bank



International Finance Corporation



International Monetary Fund



OECD



Radio Télévision Suisse



World Bank Group



World Resources Institute



V. EDGE Certification Standards Developments

1. EDGE Standards Spotlight on Workplace Sexual Harassment and Discrimination

In 2021, version 5.2 of the EDGE Certification Requirements introduced specific requirements related to workplace sexual harassment and discrimination, targeting the mechanisms organizations ought to have in place for handling related accusations in a manner that protects the alleged victim's right to publicly disclose information on the alleged offences and the possibility to pursue these accusations in the public court system, should they decide to do so. Specifically, the EDGE Standards prescribed in 2021 that organizations should ban the use of non-disclosure agreements and private arbitration in relation to incidents of sexual harassment and discrimination, unless specifically requested by the victims and with thorough safeguarding measures in place.

On the back of these Standards developments, on a topic that organizations are only just starting to address in an intentional way, in 2022 we further strengthened the EDGE Standards' guidance and provided supporting context for certifying organizations on our intent for including this topic in our Standards.

Non-disclosure agreements (NDAs) are provisions under which parties agree not to disclose certain information. In some instances, parties enter into NDAs as mutual agreements, and at times, individuals subjected to misconduct conclude that public disclosure would be detrimental to them. In other situations, the party with more bargaining power may make non-disclosure a condition of reaching a settlement. In many cases, organizations have used NDAs to silence individuals or employees in the workplace so that they do not come forward with complaints of sexual harassment and discrimination. At times, these practices have shielded alleged perpetrators of harassment and abuse from scrutiny.

Widespread and blanket use of NDAs impede transparency and accountability in workplaces. In some jurisdictions, statutes directly ban their enforceability for the settlement of certain kinds of misconduct claims, such as sexual misconduct and harassment. Organizations should not impose such NDAs in general or make non-disclosure a condition of a remedy, and organizations should have policies about under what circumstances (such as at the



request of the victim) and with what levels of internal review, such agreements could be used (for example a worker must take independent legal advice for a settlement agreement to be possible or the employer should provide the employee with the resources to receive independent legal advice).

Similarly, private arbitration can be a mutually agreed upon method of dispute resolution or it can be a one-sided (typically by an employer) request for this form of dispute resolution. An employer may also stipulate a provider of these services and typically that provider has a set of rules that would be in place. The proponents of private arbitration often argue that it is more accessible, less costly and more responsive than court systems. Opponents criticize the imposition of confidentiality in such private arbitration systems, which keeps private both the process and the outcome, by placing them outside the public court system. Organizations are perceived to benefit from private arbitration for sexual harassment and discrimination claims primarily because it helps to keep allegations confidential. Confidentiality in turn may suppress the number of similarly situated people who would pursue claims.

2. EDGEplus Certification: Workplace Gender and Intersectional Equity

For EDGE Certified organizations, the year 2022 marked a clear trajectory towards assessing intersectional equity. Out of 103 organizations certified in 2022, 47 of them opted to analyse gender in intersection with other aspects of diversity, such as gender identity and LGBTQ+, race/ethnicity, working with a disability, age, or nationality, by choosing the EDGEplus Certification.

In line with this encouraging development, the last quarter of 2022 was dedicated to a thematic review of the EDGE Standards, which focused specifically on strengthening the EDGEplus Standard. This review presupposed a revision of the minimum requirements for EDGEplus eligibility, and minimum data inputs have been established for each source of information relevant for the EDGE assessment. The review undertaken in 2022 informed the publication of the EDGE Certification Requirements v5.2.1 (in the beginning of 2023).

With the introduction of EDGEplus, its increased uptake, and the progression towards an intersectional assessment of gender, the language used by the EDGE Standards has also evolved, to reflect the transition from a gender binary assessment of gender equality, to a gender and intersectional equity framework.



Similarly, the evolution of our standards is also reflected in our EDGE Seals, which as of October 2022, display commitment to and progress towards the highest standards in *Workplace Gender Equity for EDGE (gender binary)* and *Workplace Gender & Intersectional Equity for EDGEplus (gender and intersectionality)*.

3. EDGE Certification Training in 2022

Dedicated training activities and programmes were undertaken in 2022, offered to both experienced and newly approved auditors, from the three EDGE Certification Bodies, FLOCERT, Intertek, and SGS.

In May 2022, 35 auditors across the three EDGE Certification Bodies participated in a two-day calibration training workshop addressing multiple elements of the EDGE Standards and Methodology, outlining key elements of the pre-audit, audit and post-audit phases, and enabling the sharing of specific audit procedures, techniques and experiences. The interactive sessions offered the auditors the possibility to share their experiences and ask the questions they may have on the EDGE auditing process.

Furthermore, in June 2022, EDGE Certified Foundation launched a new EDGE Certification eLearning platform, designed to holistically educate all EDGE employees, licensing partners, and auditors in performing their EDGE-related activities. The platform offers targeted courses for different learning groups and contains a tailored final assessment that ensures comprehensive understanding of the EDGE Standards and Certification Methodology and processes. To date, over 100 learners, affiliated to EDGE stakeholders, have been trained on the eLearning platform.



VI. Amplifying Our Brand

Webinar: Virtual Roundtable “Central Bank Policies and Strategies to Achieve Gender Balance”

10 February 2022



Aniela Unguresan, Founder and Member of the EDGE Certified Foundation Board, was invited to speak at the OMFIF roundtable “central bank policies and strategies to achieve gender balance”. Discussion topics included current policies and standards being developed by policymakers, strategies to implement these across the financial sector, and the increased benefits and skills gender balance will bring to central banks and financial institutions. As part of the discussion, Aniela Unguresan conferred that gender inclusivity in the workforce has not and

will not happen naturally. Every organization is unique, however, behind any successful organization that fosters diversity, equity and inclusion, there is one common denominator: an intentional, prioritized and measurable approach, with clear accountabilities for progress. And this applies regardless of the maturity of an organization, its location, and the industry it operates in.



Podcast: Inclusive, Equitable and Prosperous Societies

23 February 2022



Aniela Unguresan, Founder and Member of the EDGE Certified Foundation Board joined Seraina Eldada from the International Gender Champions Secretariat in Geneva on the INTGenderChampions Podcast. Aniela Unguresan explained the connections she sees between the IGC Gender-based Violence Pledge to stand for zero tolerance of gender-based violence (GBV), sexist attitudes and behaviour, and optimizing diverse, equitable, and inclusive workplaces. Aniela Unguresan also shared valuable advice on how fellow Champions can take personal action to address bias and microaggressions, the importance of allyship in

the workplace and more on her 2022 personal commitments.



5 April 2022



In April, the EDGE Certified Foundation commenced a new webinar series, EDGEtalks, which feature in-depth conversations with DE&I experts, sharing their knowledge and experience. Laura Liswood, Secretary General, Council of Women World Leaders, and Member of the Global Advisory Council of the EDGE Certified Foundation, was the first guest of our EDGEtalks webinar series. Laura Liswood is a renowned diversity and inclusion expert who conveys her insights regarding leadership, diversity, women in politics, and business to both large and small audiences. In her speeches, she explores the questions

surrounding myths of leadership and lessons of leaders and shares insights on how to enhance opportunities to lead and shape one's career successfully. Laura Liswood is an expert on diversity and unconscious bias and why they matter. Laura Liswood spoke to the EDGEtalks audience about why success will only come from having a more diverse workspace, one where everyone works in a true meritocracy, and she introduced her latest book: *The Elephant and the Mouse*.



Publication: The Ninth Annual Gender Balance Index 2022

28 April 2022



OMFIF (Official Monetary and Financial Institutions Forum) manages an annual Gender Balance Index, which tracks gender representation in senior positions at central banks, sovereign funds and public pension funds, and also collects information on the maturity of gender equitable policies and practices addressing recruitment and promotion and organizational culture topics. In 2022, EDGE Certified Foundation continued its partnership with OMFIF. As part of the partnership, EDGE Certification contributes to the survey assessment scope of the annual Global Balance Index.

Published on the 28th of April 2022, the OMFIF Gender Balance Index 2022 revealed that while the number of financial institutions run by women is growing, the number is worryingly low at just 14%. On this day, OMFIF hosted a virtual event, "Gender Balance in the Financial Sector" and Aniela Unguresan, joined an expert panel to discuss the importance of driving gender balance in the sector and financial inclusion. Aniela Unguresan spoke about her optimistic vision for the future, acknowledging the need for more concrete actions and improvements within financial organizations.



ST.GALLEN SYMPOSIUM

Founded in 1969, the St. Gallen Symposium is the world's most longstanding and relevant platform for cross-generational dialogue with the vision to "lead with the next generation in mind". Simona Scarpaleggia, EDGE Strategy Board Member, joined the Symposium for the panel discussion, "Voices of the Leaders of Tomorrow: Explore the Ties that Divide and Connect Generations". In collaboration with the Nuremberg Institute for Market Decisions (NIM), key findings from the 2022 Voices of the Leaders of Tomorrow Report were presented. The Report builds on a survey of leaders of today and tomorrow on

issues and possible ways to foster greater intergenerational fairness. Simona Scarpaleggia attended the panel together with Tycho Onnasch, General manager at Trust for Public Land, and founder of Zest Protocol; Andreas Neus, Managing Director, Nuremberg Institute for Market Decisions; Jamilah Bahay, Masters Candidate for the Graduate Institute of Geneva to discuss how generations can work together more effectively.



20 June 2022

EDGETalk with Paul Polman

What is a 'Net Positive' company and how can you become one?

20th June 2022, 4:30pm CET

Register for Webinar



Paul Polman, business leader, campaigner and co-author of 'Net Positive: How Courageous Companies Thrive by Giving More Than They Take', joined Aniela Unguresan on our second EDGETalks session. Once described by the Financial Times as "a standout CEO of the past decade", Paul Polman demonstrated that business can be a force for good during his time as CEO for Unilever. During the webinar, Paul Polman shared his first-hand experience in creating a long-term, multi-stakeholder model that goes together with excellent financial performance. He also outlined how to build a net positive company that profits of fixing the

world's problems rather than creating them, the legacy all business leaders should aim to create.



1 July 2022



David Pritchett, Managing Director of the EDGE Certified Foundation, was invited to attend the IDB Invest Sustainability Week. The Sustainability Week provides a platform for global and regional leaders to share best practices, tools and solutions that drive sustainable impact. This year, the conversation revolved around Gender Lens Investing, with a focus on the Latin America and Caribbean (LAC) region. David Pritchett joined a panel discussion speaking alongside subject matter and regional experts on the 'S' in ESG. The event represented an opportunity to discuss tangible ways to boost gender lens investment opportunities in the LAC region.





The Building Bridges Conference in Geneva is an annual four-day event that aims to address sustainability in the financial sector. The event features high-level dialogues and equality and diversity in the financial sector, the aim of the roundtable was to open a discussion on diversity and financial inclusion in the financial sector. David Pritchett joined two other panelists, Mahesh Uttamchandani (Practice Manager, Finance, Competitiveness & Innovation Global Practice, World Bank), and Neelu Agarwal (First Diversity Equity and Inclusion Lead, PRA, Bank of England). The speakers discussed developments in inclusive

financial tools, products and digital services. They also examined the role of policy-makers, multilateral institutions and regulation in driving financial inclusion, reducing poverty and improving sustainability in investments and services.



15 September 2022

EDGEtalks webinar with Stephenie Foster

The Gender Pay Gap Today and How to Build a Framework for Women to Drive Gender Equity at Work.

September 15th, 17.30 CET



Stephenie Foster joined EDGEtalks to discuss the gender pay gap and how existing business policies and practices can be transformed to empower women in business. Stephenie Foster is Founding Partner of Smash Strategies, which aims to empower women and girls across political and economic landscapes, and, the author of 'Take Action: Fighting for Women and Girls'. Stephenie has championed international women's rights throughout her career, spearheading several influential programmes focused on women's economic empowerment and supporting organizations to

challenge discriminatory laws and workplace policies. She shared how she has championed women's political and economic empowerment throughout her career and her experience providing leadership opportunities for women and girls worldwide. It was an enlightening webinar and a huge success with just shy of 200 attendees.





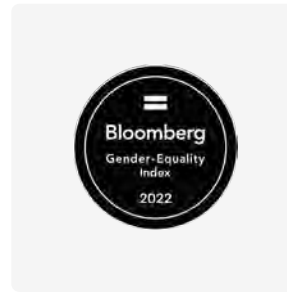
The Building Bridges Conference in Geneva is an annual four-day event that aims to address sustainability in the financial sector. The event features high-level dialogues and interventions from thought leaders about critical factors that facilitate the transition towards a sustainable financial system, aligning the financial system with the Sustainable Development Goals and the future of finance. David Pritchett, Managing Director of the EDGE Certified Foundation, took part in the Gender Lens Initiative for Switzerland (GLIS) Working Group panel. Titled “Gender Equality in the Financial Industry: Quo Vadis?”, the session explored

the latest research on Gender Lens Investing, showcasing its many benefits and providing tools that can help asset owners and managers embed it within their company policies and across their portfolios.

The Gender Lens Initiative for Switzerland published its Annual Report 2022 at the Geneva event featuring data and research from EDGE Certification.



VII. Partnerships and Collaborations

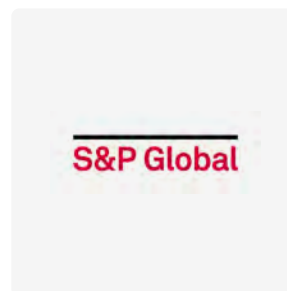


Bloomberg Gender-Equality Index

The Bloomberg Gender-Equality Index (GEI) tracks the financial performance of public companies committed to disclosing their efforts to support gender equality through policy development, representation, and transparency.

GEI was launched in 2018 as a sector neutral ESG reference index following the success of the Bloomberg Financial Services Gender-Equality Index (BFGEI), launched two years earlier. The 2022 GEI represented 418 global companies across 45 countries and regions.

Bloomberg works with a balanced group of representative stakeholders each year to help select the metrics which are critical to promoting equity in the workplace within the current global environment surrounding gender equality. EDGE Certified Foundation is one of those key stakeholders. The GEI reporting framework covers the question: *Is your company EDGE Certified, or in the process of certification, in any markets?* All data gathered for the GEI framework earns positive values based on disclosure. Organizations that are EDGE Certified are therefore guaranteed to receive positive value towards their GEI Score.



S&P Global CSA 2022

Launched in 1999, the Dow Jones Sustainability Indices (DJSI) were the first global indices to track the financial performance of the leading sustainability-driven companies worldwide. The DJSI, jointly created by S&P Dow Jones Indices and SAM, combines the experience of an established index provider with the expertise of a specialist in sustainable investing to select the most sustainable companies from 61 industry sectors.

The EDGE Certified Foundation methodology powers many of the questions in the annual Corporate



Sustainability Assessment (CSA) that forms the foundation for the DJSI. The CSA compares companies across 61 industries via questionnaires assessing a mix of 80–100 cross-industry and industry-specific questions covering approximately 20 financially relevant sustainability criteria across economic, environmental, and social dimensions.

Specific EDGE questions appear in the following sections of the CSA:

- Corporate Governance
- Labor Practice Indicators
- Talent Attraction and Retention
- Occupational Health and Safety



Equileap 2022

Equileap is the leading organisation providing data and insights on gender equality in the corporate sector. The company researches and ranks 4,000

public companies around the world using a unique and comprehensive Gender Equality Scorecard™ with 19 criteria and 27 metrics, including the gender balance of the workforce, senior management and board of directors, as well as the pay gap, parental leave, and sexual harassment.

Equileap works with key gender equality and DE&I experts to select the critical metrics for promoting equity in the workplace within the current global environment surrounding gender equality. EDGE Certified Foundation is one of those key stakeholders and this is reflected in the synergies between Equileap's gender metrics and EDGE's proven methodology. There is also a specific question in the Category on Commitment, Transparency and Accountability of the Scorecard which highlights the importance of gender equality certification:

Has your company undertaken and been awarded an independent gender audit certificate by an Equileap recognized body? EDGE Certification is an Equileap-approved gender audit. As such, this question presents a direct scoring opportunity for EDGE Certified organizations, and one which improves in line with the different certification levels: EDGE Assess, EDGE Move, and EDGE Lead.



OMFIF GBI 2022



OMFIF (Official Monetary and Financial Institutions Forum) is an independent forum for central banking, economic policy, and public investment — a neutral

platform for best practice in worldwide public-private sector exchanges.

OMFIF manages an annual Gender Balance Index, which tracks gender representation in senior positions at central banks, sovereign funds and public pension funds, and also collects information on the maturity of gender equitable policies and practices addressing recruitment and promotion and organizational culture topics.

EDGE Certification contributes to the survey assessment scope of the annual Global Balance Index.



VIII. Foundation Governance

During its 24th October 2022 meeting, the EDGE Certified Foundation Board elected Julie Coffman and Rupert Howes as new members of the Foundation Board.



Julie Coffman is a Partner and Chief Diversity Officer at Bain & Company with over 30 years experience with the organization and multiple current leadership roles within the organization, notably as Global leader of the Diversity, Equity, and Inclusion Practice. Julie is a recognised global leader in the field of Diversity, Equity & Inclusion. She has spoken at multiple conferences and is a regular publisher of thought leadership articles and briefs on all aspects of how organizations can drive improvements in workforce representation and inclusion for all talent populations. She has also been active in the community and in particular supported the creation of OneTen coalition of employers committed to hiring one million Black Americans into family sustaining jobs without requiring a college degree.

Rupert Howes is Chief Executive of the Marine Stewardship Council (MSC) and in his role since October 2004. Rupert brings immense experience in developing and maintaining a global voluntary sustainability standard and accompanying certification scheme. Prior to joining the MSC, Rupert worked as the Director of the Sustainable Economy Programme at the Forum for the Future, an influential UK-based sustainable development organization that partners with business, capital markets, governments, and others to accelerate the transition to a more sustainable way of life. Rupert previously worked as a Senior Research Fellow at the Science Policy Research Unit (SPRU) at Sussex University, and a Research Officer at the International Institute for Environment and Development (IIED).

For further information on the EDGE Certified Foundation Board, Team and Governance please see:

www.edge-cert.org/about-us/



Appendix

EDGE LEAD CERTIFIED

ORGANIZATIONS AT

31/12/2022

Holcim (Colombia) S.A.

IKEA Switzerland

L'Oréal Brazil

Ontario Teachers' Pension Plan
(OTPP) +

Zurich Insurance Company -
Spain

EDGE MOVE CERTIFIED

ORGANIZATIONS AT

31/12/2022

Abt Associates Australia Pty. Ltd.

Abt Associates Inc

Allianz Australia Insurance Ltd

Allianz China Life Insurance Co.,
Ltd

Allianz Compania de Seguros y
Reaseguros SA

Allianz Compania de Seguros y
Reaseguros SA

Allianz Deutschland Gruppe

Allianz Elementar Versicherungs-
AG (Austria)

Allianz France

Allianz Global Corporate &
Specialty SE (Germany)

Allianz Holdings PLC

Allianz Ireland p.l.c.

Allianz Italy S.p.A.

Allianz Life Insurance Company
of North America

Allianz Partners India (AWP
Assistance Private Limited &
AWP Services Private Limited)

Allianz Partners Italia (AWP P&C
S.A.)

Allianz Partners SAS and Allianz
Partners P&C

Allianz SE

Allianz Services Germany

Allianz Services Romania

Allianz Sigorta A.S.

Allianz Suisse Versicherungs-
Gesellschaft AG

Allianz Technology GmbH
(Austria)

Allianz Technology SE, Germany

Allianz Technology Thailand Co.,
Ltd

Alphanam Investment Joint Stock
Company

Ardian France

Ardian Italy

Ardian UK

Ardian US

AWP Espana P&C S.A.

AWP France / Fragonard

Assurances

AWP Health & Life SA, Ireland

AXA Investment Managers

Germany

AXA Investment Managers S.A.

AXA Investment Managers UK

AXA Investment Managers US

Banco de México

Banque Lombard Odier & Cie SA

Banque Pictet & Cie (Europe) SA

Banque Pictet & Cie SA

Capgemini Brasil +

Capgemini Engineering Morocco +

Capgemini France +

Capgemini Germany +

Capgemini Technology Services

India Limited +

Capgemini Technology Services

Maroc +

Chevron U.S.A. Inc.

Chilena Consolidada Seguros S.A

Comisión Federal de

Competencia Económica

CPP Investments

CPP Investments - UK

Danper Trujillo SAC

Deloitte Switzerland AG

Deloitte Vietnam

ENGIE GBS

Euler Hermes Romania

European Bank for

Reconstruction and

Development (EBRD)

European Central Bank

European Investment Bank +

Firmenich & Cia. Ltda

Firmenich & Cie SAS

Firmenich Aromatics (China) Co.
Ltd

Firmenich Aromatics (India)
Private Ltd.

Firmenich Asia Private Ltd

Firmenich Belgium S.A. Main
Office & Factory

Firmenich de Mexico S.A de C.V

Firmenich Inc.

Firmenich S.A.

Firmenich SA (Spain)

Holcim Switzerland AG

IDB Invest +

IFF Argentina +

IFF Australia +

IFF Austria +

IFF Belgium +

IFF Brazil +

IFF Canada +

IFF China +

IFF Denmark +

IFF Finland +

IFF France +

IFF Germany

IFF Hungary +

IFF India +

IFF Indonesia +

IFF Israel +

IFF Mexico +

IFF Netherlands +

IFF Peru +

IFF Russia +

IFF Singapore +

IFF Slovenia +

IFF South Africa +

IFF Spain +

IFF Thailand +

IFF Turkey +

IFF UK +

IFF USA +

Inter-American Development
Bank - IDB +

International Finance

Corporation (global)

International Monetary Fund

Lloyd's

L'Oréal Australia

L'Oréal Canada +

L'Oréal India

L'Oréal USA +

Nestlé Colombia S.A.

OECD +

Pictet Asset Management Ltd.

PT Asuransi Allianz Life

Indonesia

PT Firmenich Indonesia

Radio Télévision Suisse (RTS)

Social Solutions International +



Standard Chartered Bank
(Malaysia) Berhad
Standard Chartered Bank Sri Lanka
UniCredit Bank AG Germany
Union Cycliste Internationale
United Nations Children's Fund (UNICEF)
United Nations Development Programme UNDP
World Bank Group (global)
World Resources Institute (WRI)
Zurich Argentina Cia. de Seguros S.A.
Zurich Financial Services Australia
Zurich Ireland
Zurich Mexico

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Alberta Investment Management Corporation (AIMCO)
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Allianz Global Corporate & Specialty SE (France)
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AUF Egypt for Nuts
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AWP Australia Pty Ltd
AWP Austria GmbH AWP P&C S.A.
AWP Mexico SA de CV
AWP Service Brazil LTDA
AWP Services Thailand Co. Ltd
Banco BHD León
Banco Centroamericano de Integración Económica - CABEL
Banco Solidario
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Caisse de dépôt et placement du Québec - CDPQ +
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Council of Europe Development Bank
Datasite LLC
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Electrabel BU Generation
ENGIE Brasil Participações
ENGIE BU Tractebel Belgium
ENGIE BU Tractebel Brazil
ENGIE BU Tractebel France
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ENGIE BU Tractebel India
ENGIE Insight Services Inc dba
ENGIE Impact +
ENGIE Italia S.p.A
ENGIE North America +
ENGIE Romania SA
ENGIE SA - Corporate
EQUANS UK & Ireland
Euler Hermes Belgium
Euler Hermes Germany SA
Euler Hermes Italy
Euler Hermes Netherlands
Euler Hermes Poland

Euler Hermes Services
Euler Hermes UK
Euler Hermes United States
European Investment Fund
European Space Agency
Fédération Internationale de l'Automobile
Hanoi Power Corporation
Infonavit
Integrated Diagnostics Holdings
International Committee of the Red Cross (ICRC) +
Ivanhoé Cambridge +
Laboratorios Siegfried
L'Oréal Philippines
L'Oréal Russia (ZAO L'Oréal)
L'Oréal Suisse
Management Systems International - MSI
Maxport Limited Vietnam
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Red Engineering Design Ltd dba
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Regional SAB de CV
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Southern Power Corporation (EVNSPC)
Standard Chartered Bank (Singapore) Limited
TUIR Allianz Polska S.A.
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Mexico



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