

HR INDICATORS - CONSOLIDATED DATA

	Indicator	Unit	2021	2022	Change	2022 scope
EMPLOYMENT	Total headcount	Figure in absolute terms	28 872	29 037	0,6%	Group
	Breakdown of staff on a permanent contract by gender	%				Combined
	- Proportion of women		62,50%	62,40%	-0,2%	
	- Proportion of men		37,50%	37,60%	0,3%	
	Breakdown of permanent + fixed-term contracts by age bracket	%				Combined
	- Under 30		14,40%	15,10%	4,9%	
	- 30 to 49		54,20%	53,20%	-1,8%	
	- 50 and over		31,40%	31,70%	1,0%	
	Breakdown of permanent + fixed-term contracts by geographic re	%				Combined
	- Metropolitan France and Overseas		86,20%	86,20%	0,0%	
- International	13,80%		13,80%	0,0%		
Number of recruitments (permanent + fixed-term contracts exclud	Figure in absolute terms				Combined	
- of which permanent contracts		4 715	5 488	16,4%		
		2 580	3 137	21,6%		
Number of hires on a permanent contract	Figure in absolute terms				Combined	
- of which redundancies		2 525	3 108	23,1%		
		283	340	20,1%		
Number of work/study trainees	Figure in absolute terms				France	
			980	1 053	7,4%	

	Indicator	Unit	2021	2022	Change	2022 scope
COMPENSATION	Average annual compensation	euros			1,8%	France insurance staff on a permanent contract
	- non-executives		40 129	40 843	1,5%	
	- executives		30 337	30 801	1,4%	
			53 353	54 105		

	Indicator	Unit	2021	2022	Change	2021 scope
ORGANISATION OF WORK	Weekly working time	Hours and minutes				
	Absenteeism rate	%				Combined
	- of which in France		7,2%	8,1%	12,5%	
	Absences related to illness		7,5%	8,5%	13,3%	
	Absences related to maternity/paternity		5,5%	6,3%	14,5%	
	1,4%	1,5%	7,1%			

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SOCIAL RELATIONS, HEALTH, AND SAFETY	Number of collective agreements signed	Figure in absolute terms	104	103	-1%	Combined
	- of which in France		93	95	2%	
	Number of workplace/commuting accidents resulting in work stop	Figure in absolute terms	182	261	43,4%	
	- of which in France		177	252	42,4%	
	Rate of frequency of workplace/commuting accidents (France + International)	%	3,85	5,48	42,3%	
	Rate of severity of workplace/commuting accidents (France + International)		0,26	0,27	3,8%	

	Indicator	Unit	2021	2022	Change	2022 scope
TRAINING	Number of training hours	Hours	768 699	1 026 000	33%	Combined
	Average hours of training per employee trained		32,4	36,2	12%	
	Proportion of employees who have received training	%	96,8%	98%	1%	
	Total training expenditure	€	33 078 488	44 787 979	35%	

	Indicator	Unit	2021	2022	Change	2022 scope	
DIVERSITY AND EQUAL OPPORTUNITIES	<b>Gender equality</b>	%				Permanent contract	
	1) Proportion of women by status:						
	- Non-executives France		73,20%	73,30%	0,1%		
	- Non-executives International		59,10%	58,60%	-0,8%		
	- Executives France		50,50%	51,40%	1,8%		
	- Executives International		43,60%	43,50%	-0,2%		
	- Senior executives France		24,00%	24,20%	0,8%		
	- Senior executives International		35,10%	35,30%	0,6%		
	2) Proportion of women by business line family:						
	- "commercial" France		62,90%	63,30%	0,6%		
	- "commercial" International	59,90%	60,70%	1,3%			
	- other families France	63,50%	63,70%	0,3%			
	- other families International	54,80%	54,20%	-1,1%			
	<b>Employment and integration of people with disabilities</b>	Figure in absolute terms				France	
	Number of employees with disabilities		1043	1160	11,2%		
	of which on a permanent contract		1015	1 135	11,8%		
	Rate of direct employment of workers with disabilities	%	6,01%	available in May 2022			
<b>Maintaining employment of seniors (50 and over)</b>	%				Permanent + fixed-term		
1) Proportion of seniors by status:							
- Non-executives		26,10%	26,40%	1,1%			
- Executives		39,50%	39,80%	0,8%			
- Senior executives		67,80%	66,90%	-1,3%			
2) Proportion of seniors by business line family:							
- "commercial"	25,50%	25,90%	1,6%				
- other families	34,20%	35,00%	2,3%				