

Information Notice

On the Protection of your Personal Data Shareplan

This Information Notice provides you with information about how AXA SA (or sometimes referred to as AXA Group) will process your personal data if you choose to subscribe to Shareplan. This is a variation of the [AXA S.A. Group Privacy Notice](#), adapted for the UK.

AXA UK plc shares your personal data when facilitating this service on behalf of your employing UK AXA entity with AXA SA in order for you to subscribe and participate in Shareplan. They also use entities listed in the section "To whom do we disclose your personal data?" to administer Shareplan subscriptions.

Full information about how AXA UK plc and / or your employing entity use your personal data can be found in the [AXA UK Employee Privacy Notice](#) which can be accessed via your employing UK AXA entity's intranet.

AXA Group respects your privacy and ensures that all the personal data it handles is processed in accordance with best confidentiality practices and the applicable laws on data protection, and notably the UK General Data Protection Regulation ("UK GDPR") in respect of AXA UK Plc and your employing UK AXA entity, and the European Union General Data Protection Regulation n°2016/679 (GDPR) in respect of AXA SA.

Personal Data means any information relating to an identified or identifiable natural person (a data subject); an identifiable natural person is a living individual who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

AXA Group's policy on the protection of your Personal Data (the "Policy") applies to you if you are, are about to become, or were an employee of an AXA Local Entity which also acts as data controller for different purposes and with different means. This notice also applies to you if you are an apprentice, an officer or a manager. All of them will be hereinafter referred-to as "you" or "your".

The purpose of this Information notice is to inform you of the processing of your personal data that applies or may apply to you.

Who are the Data controllers of your personal data?

The following entities act as data controllers in the context of the processing of your personal data (i.e., they determine the purposes and means of the processing of your information):

- AXA SA, a Société Anonyme, organized under French law, with its registered office at 25 Avenue Matignon, 75008 Paris, registered with the Registry of Commerce and Companies of Paris under number 572 093 920, excluding these subsidiaries,
- AXA UK (Your UK AXA employing entity)

The data controllers are referred to in this notice as "the Data Controllers" or "we" or "us".

Update of the present notice on the protection of your personal data

The Data Controllers may update this Information Notice from time to time in response to changing legal, technical, or business developments. When the Data Controllers update this Information Notice, the Data Controllers will take appropriate measures to inform you, consistent with the significance of the changes the Data Controllers make.

If required by data protection laws, the Data Controllers will obtain your consent to any material changes in this Information Notice. This information notice was last updated on March 23rd, 2022.

What are your rights to your data?

In accordance with the French "Informatique et Libertés" law n° 78-17 of 6 January 1978, the UK GDPR and the GDPR, you have the right to:

- Access your personal data: you have the right to request access to the personal data we process about you, and to obtain a copy of that data,
- Rectify your personal data: you have the right to ask us to rectify or complete the personal data that we process about you that are inaccurate, incomplete, or not up to date,
- Restrict the processing of your personal data: you have the right to ask us to limit the processing of your personal data. This means that the Data Controllers may simply keep your data but may not process or use it in any other way,
- Deletion of your personal data: you have the right to ask us to delete your personal data, and
- Portability of your personal data: you have the right to receive the personal data you have provided to us in a suitable format and have the right to transfer that data to another data controller without us interfering

You also have the right to object to the marketing of your data. Please note that neither AXA Group nor AXA UK uses your personal data for marketing.

How to contact the DPO or exercise your rights

If you have any questions, complaints, or comments regarding this information notice or to exercise your rights listed above, please contact the DPO. The contact details are as follows:

- For AXA SA and GIE AXA: privacy@axa.com 25 avenue Matignon, 75008, Paris
- For AXA UK: ukgroupprivacy@axa-uk.co.uk

For other AXA UK employing entities: Refer to your employing UK AXA entity employee privacy policy for contact details.

The Data Controllers may ask you for additional information to confirm your identity and/or to assist Data Controllers to locate the data you are seeking.

How to make a complaint to a Supervisory Authority

You have the right to raise concerns about how your personal data is being processed with a competent supervisory authority, in particular in the Member State of your habitual residence, place of work or place where you think an alleged infringement to your rights occurred.

In France, the data protection authority is the Commission Nationale de l'Informatique et des Libertés, or "CNIL" whose postal address is 3 place de Fontenoy - TSA 80715 – 75334 Paris CEDEX 07. Its website is accessible here: <https://www.cnil.fr/>

[In the UK, the data protection authority is the Information Commissioner's Office. Its contact details can be found in its website available here: https://ico.org.uk/](#)

For what purpose and in what way is your personal data Processed by data controllers?

The processing of your personal data is necessary for the purposes of providing the annual subscription to the AXA capital increase offering reserved to AXA employees worldwide (Shareplan operation). This processing can be described in two phases:

- The eligibility phase: due to your employment contract, you will receive an email to be part of the annual Shareplan operation.
- The subscription & adhesion phase: you will be able to buy AXA shares.

What is the legal basis for the processing of your personal data?

The legal basis for the processing of your personal data is that the processing is necessary for the performance of a contract (article 6.1(b) of UK GDPR). In this instance the contract here is your employment contract and the Shareplan terms and conditions.

What personal data do we process about you?

The categories of data processed for the purpose described above include:

- Identification data: name, surname, birth date, email address, postal address (and province information), post code (optional), gender, language, National Insurance Number , phone number (optional)
- Professional data: employee number, employer identification number, hiring data, leaving data, type of employee, code establishment, work email address (only in the case where personal email is not provided)
- Financial and economic information: salary (25% of the annual gross remuneration)

Is the provision of your personal data mandatory?

Provision of your personal data is necessary to enable us to provide you with this Shareplan service. If you do not provide this information, you will not be able to subscribe to the annual Shareplan operation.

Is automated decision making carried out as part of the processing of your personal data?

No automated decision making is performed as part of the for this processing of your personal data for Shareplan.

Where do your personal data come from?

The source of the collection of your personal data is AXA UK during the eligibility phase. Then, during the subscription & adhesion phase, AXA SA will directly collect from you the necessary personal data via Equiniti Limited ('Equiniti').

How do we ensure the security of your personal data?

The Data Controllers use appropriate technical and organizational measures designed to protect the personal information about you. The measures the Data Controllers use are designed to provide a level of security appropriate to the risk of the processing activity of your personal information, in line with AXA standards.

How long do we retain your personal data?

Purpose	Retention period - Recommendations of the DPO of GIE AXA and AXA SA regarding French law
Eligibility phase	Retention until the next Shareplan operation
Subscription & adhesion phase	Deletion: - 5 years after the redemption of all your FCPE units / sale of all your shares, - 30 years from the end of the blocking period

To whom do we disclose your personal data?

The Data Controllers communicate your personal data only to identified and authorised recipients.

The identified recipients mentioned above are:

Internal

All existing AXA Entities involved in Shareplan operation:

- GIE AXA (Group HR) leads the operation. It is the main point of contacts for entities and external parties involved in the Shareplan operation.
- AXA Epargne Entreprise is in charge of the unit custody account-keeper and access to the data of eligible employees for the entire scope of the operation.
- AXA France is in charge of the verification of eligible employees and the HR local correspondents for the AXA Entities located in France and using HR tool from AXA France.

External

Subcontractors of AXA, for the following purposes:

- Uptevia (ex CACEIS) is in charge of the subscription tool (Processor of AXA Epargne Entreprise).
- S2E is in charge of the tool to host saving plans of AXA employees (Processor of AXA Epargne Entreprise).
- Uptevia (ex BNP Paribas Securities Services) in charge for some countries an account keeper and can access to individual transaction (Controller responsible bank).
 - Equiniti is in charge of managing the subscription of UK employees.

Banks, public regulators and lawyers for the purpose of complying with AXA's legal obligations.

Other

Any potential buyer or partner, in the case that the Data Controllers take part in a merger, acquisition or other form of asset transfer, they undertake to ensure an adequate level of protection if your personal data is transferred to potential buyers or selected partners in the context of this transaction.

Is your personal data transferred outside the UK and European Union?

These recipients are located within the European Union (EU).