

Benefit Summary

Our company's success and continued progress is down to the dedication of our people. Committed colleagues are one of the organization's most important assets. Recognizing your service is a great opportunity to express our appreciation for your commitment and contribution to AXA XL's success.

Under the Long Service Award Program Policy, you will receive an award for every five years of Eligible Service (known as a Milestone Anniversary) with AXA XL (the Company).

When you reach a Milestone Anniversary you will automatically receive a congratulatory email sent to your work email address, together with information about how to redeem your award.

Your direct manager will receive an email notifying them of the upcoming anniversary on the 20th of the month prior to your anniversary. This includes employees reaching non-Milestone Anniversaries (i.e., 1 year, 2 years etc.).

Only Milestone Anniversaries are eligible for an award, but direct managers are encouraged to recognize non-Milestone Anniversaries in other ways, e.g., giving recognition during team meetings.

Eligibility

This policy applies to all full-time and part-time permanent employees of AXA XL entities

Eligible service for the Long Service Award Program includes:

- Continuous employment with the Company, including full-time and part-time positions.
- Approved leaves of absence (e.g., parenting leave, medical leave etc.) will not interrupt the continuity of service.
- Service within the AXA Group prior to joining the Company will be recognized.
- Separate periods of Company service are not combined. Employees who resign and later rejoin the Company will not have their previous Company service counted towards eligibility for any award under the Long Service Award Program.

The conditions to be met to receive and/or redeem an award set out below:

- You must be employed by the Company.
- Awards must be redeemed within 12 months of the Milestone Anniversary date by following the instructions provided by the program administrator. Failure to redeem awards within 12 months may result in the award being forfeited.
- Employees subject to active disciplinary actions by the Company may have their eligibility reviewed on a case-by-case basis.

Useful Information

1. **Questions about the program:** for all colleague and HR queries, please contact a customer service representative at Engage2Excel (the program administrator) on +1-877-550-8115 Monday - Friday 8:00 am to 9:00 pm ET, Saturday 9:00 am to 5:00 pm ET, or email CustomerSupport@CXSSRecognize.com.

2. **Tax:** the Company is liable for any tax and social security contributions, both employee and employer, due on the award, which may require gross up calculations to be administered via payroll and details included on your pay slip.

For questions about your pay slip, please contact your Payroll Team.

3. **Data Privacy:** please refer to your country's Data Privacy Notices available on the Handbooks, Policies, and Payroll page of the One for more details.
4. **Non-Contractual Nature:** the Long Service Award Program Policy is non-contractual and may be changed or withdrawn at the Company's discretion. The Company reserves the right to modify the awards structure, eligibility criteria, and any other aspect of the program as deemed necessary and without notice.
5. **Effective Date:** this policy is effective as of June 13, 2025, and replaces any previous policies regarding long service awards.