

The AXA Group launches another free share grant to all employees worldwide

In order to associate all AXA Group employees with the roll-out of the AXA Group's Ambition AXA strategic plan, 50 free AXA ordinary shares ("AXA Miles") will be granted on March 16, 2012¹ to all AXA Group employees worldwide.

These 50 shares will vest upon completion of a two or four year vesting period (i.e., in 2014 or 2016) depending on applicable local regulations², and subject to fulfilment of certain conditions.

These 50 "AXA Miles" are divided into two tranches:

- half of these 50 "AXA Miles" will be granted to each employee without being subject to any performance condition;
- the second half of the "AXA Miles" will be subject to fulfilment of a performance condition determined by AXA's Board of Directors that requires an increase in at least one of the two indicators³ related to the achievement of Ambition AXA (underlying earnings per share and Customer Scope, the Group's customer satisfaction index).

In addition, the vesting of each tranche will be subject to continued presence of the beneficiary on the vesting date.

"We would like to thank all AXA employees for their many contributions during 2011 in the context of a very challenging environment. Together we have made significant progress towards achieving the strategic objectives set out in our Ambition AXA plan including sharpening our focus on customer needs and service as well as building a distinctive culture of trust and achievement for our employees. By enabling each AXA employee to become a shareholder, this new AXA Miles program is designed to both recognize the outstanding contributions of our worldwide employees and to further engage and motivate them for the many challenges that lie ahead." **said George Stansfield, Head of the AXA Group Human Resources.**

In July 2007, the AXA Group launched its first worldwide all-employee free share grant to over 100,000 employees.

On December 31, 2011, Group employees held approximately 7.3% of the capital of AXA.

¹ This grant should be decided during the Board of Directors' meeting of March 16, 2012. The implementation of the "AXA Miles" program is subject to its legal and fiscal feasibility in the various countries where the AXA Group is operating, and to the effective participation of the concerned entities to the program.

² According to local regulations in the countries where the beneficiaries of the program are located, "AXA Miles" will be subject to a two-year vesting period followed by a two-year holding period, or to a four-year vesting period only, with no holding period.

³ Customer scope index (79.3 in 2011), underlying earnings per share (1.57 euro in 2011).

About the AXA Group

The AXA Group is a worldwide leader in insurance and asset management serving 101 million clients. For full year 2011, IFRS revenues amounted to Euro 86.1 billion and IFRS underlying earnings to Euro 3.9 billion. AXA had Euro 1,079 billion in assets under management as of December 31, 2011.

The AXA ordinary share is listed on compartment A of Euronext Paris under the ticker symbol CS (ISIN FR0000120628 – Bloomberg: CS FP – Reuters: AXAF.PA). AXA's American Depositary Share is also quoted on the OTC QX platform under the ticker symbol AXAHY.

The AXA Group is included in the main international SRI indexes, such as Dow Jones Sustainability Index (DJSI) and FTSE4GOOD.

This press release is available on the AXA Group website
www.axa.com

AXA Investor Relations:

Mattieu Rouot:	+33.1.40.75.46.85
Gilbert Chahine:	+33.1.40.75.56.07
Yael Beer-Gabel:	+33.1.40.75.47.93
Thomas Hude:	+33.1.40.75.97.24
Solange Brossollet:	+33.1.40.75.73.60
Florian Bezault:	+33.1.40.75.59.17

AXA Media Relations:

Garance Wattez-Richard:	+33.1.40.75.46.42
Guillaume Borie:	+33.1.40.75.49.98
Hélène Caillet:	+33.1.40.75.55.51

AXA Individual shareholder Relations: +33.1.40.75.48.43

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