

ALLIANZ SE

Remuneration Report 2021

Review of the financial year	>	4
2021 Annual General Meeting		
Changes to the composition of the Board of Management		
Key remuneration issues in the financial year		
Remuneration of the Allianz SE Board of Management	>	5
Key principles of the board remuneration		
Determination of the remuneration system		
Determination of and adequacy of the Board of Management remuneration		
Horizontal appropriateness		
Vertical appropriateness		
Overview of the remuneration system of Allianz SE		
Components of the Board of Management remuneration and their relation to strategy		
Fixed remuneration		
Base salary		
Perquisites		
Pension contribution		
Performance-based remuneration		
Annual bonus		
Long-term incentive – LTI		
Additional remuneration principles		
Shareholding obligation and shareholding exposure		
Malus/clawback		
Payout cap		
Deviation from the remuneration system		
Remuneration adjustment		
Termination of service		
Severance payment cap		
Transition payment		
Miscellaneous		
Internal and external board appointments		
Variable remuneration system		
Target achievement factor to determine the variable remuneration		
Group financial targets		
Individual performance indicators		
Business division targets		
Non-financial targets (incl. sustainability targets)		
Determining the individual contribution factor (ICF)		
Long-term incentive (LTI) design		
Grant and contractual vesting period		
Relative performance versus peers		
Sustainability assessment		
Allianz share performance, payout, and cap		



Application of the remuneration system in the financial year	> 16
Variable remuneration for the financial year	
Financial Group targets and target achievement	
Individual performance indicators and application of the individual contribution factor	
Potential impact of the legal disputes in the USA on Board of Management remuneration	
Overview target achievement and variable remuneration for the financial year	
Share-based remuneration	
Shareholding requirements	
Pensions	
Remuneration of the members of the Board of Management	
Remuneration in the financial year	
Remuneration for the financial year	
Members who retired from the Board of Management in the reporting year	
Remuneration awarded and due in the financial year 2021 for former members of the Board of Management	
Comparative presentation	
Outlook for 2022	
New board members	
Individual contribution factor (ICF) structure	
Remuneration of the Allianz SE Supervisory Board	> 30
Remuneration principles	
Remuneration structure and components	
Fixed annual remuneration	
Committee-related remuneration	
Attendance fees and expenses	
Remuneration awarded and due	
Comparative presentation	
Remuneration for mandates in other Allianz companies and for other functions	
Auditor's report on the remuneration report	> 34

The Remuneration Report describes the structure and arrangements of the remuneration system for the Board of Management and the Supervisory Board of Allianz SE. It explains the application of the remuneration system in the financial year 2021, using detailed and individualized specifications on the remuneration of current and former members of the Board of Management and the Supervisory Board.

The report was created jointly by the Board of Management and the Supervisory Board, and takes into consideration the requirements of § 162 of the German Stock Corporation Act (AktG), and the recommendations of the German Corporate Governance Code in its currently valid version.

It was also decided to allow the auditor to carry out a comprehensive, content audit of the Remuneration Report above and beyond the legal requirements of § 162(3) AktG.

Review of the financial year

2021 Annual General Meeting

The Supervisory Board had resolved minor adjustments to the remuneration system for members of the Board of Management with effect from 1 January 2021. These comprise primarily the introduction of requirements or recommendations of the German Stock Corporation Act and the German Corporate Governance Code. The details of these adjustments are described in the section “Other Remuneration Principles”, “Deviation From The Remuneration System” and “Remuneration Adjustments”.

The Supervisory Board also resolved to adjust the target remuneration and the maximum remuneration of the Chairperson of the Board of Management, to ensure the appropriateness of the remuneration.

The remuneration system adjusted on this basis was presented to the Annual General Meeting under agenda item 5 for approval on 5 May 2021. The Annual General Meeting approved the system for the remuneration of the members of the Board of Management with a majority of 87.14%. The remuneration system applies to all members of the Board of Management who were active in the financial year 2021.

Changes to the composition of the Board of Management

Barbara Karuth-Zelle and Christopher Townsend have been members of the Board of Management since 1 January 2021. They assumed departmental responsibility from Dr. Christof Mascher and Niran Peiris, both of whom retired from the Board of Management as of 31 December 2020.

Effective 1 October 2021, Andreas Wimmer was appointed to the Board of Management. He assumed responsibility for the Asset Management division and Allianz Life in the U.S. from Jacqueline Hunt, who is acting as strategic advisor to the Chairperson of the Board of Management as of this date. Remuneration for the new members of the Board of Management was set at the same level as the other ordinary members of the Board of Management.

Key remuneration issues in the financial year

In addition to the situation and impact of the global COVID-19 pandemic on overall economic conditions, as well as on the insurance industry and Allianz employees, other key issues included the risk strategy and the Board of Management’s planning for both the financial year 2022 and the



three-year period from 2022 to 2024. Cyber risk security and the impact of rising inflation rates on the insurance business were also regularly discussed. Furthermore, the Supervisory Board dealt in depth with personnel matters relating to the Board of Management as well as succession planning for the Board of Management and Supervisory Board, especially in the context of the upcoming elections to the Supervisory Board in 2022. The Supervisory Board and various committees also discussed appropriate consideration of non-financial targets in the target-setting process for the Board of Management remuneration.

The Personnel Committee of the Supervisory Board has closely followed the business development from the viewpoint of potential target achievement at Group level and individual remuneration targets for the first half of the year and at year-end. Another focal point was the ongoing discussion of the lawsuit and official proceedings in connection with the AllianzGI U.S. Structured Alpha Funds, particularly in the second half of 2021 and with regards to the target achievement for the financial year. Besides the quantitative targets for the financial year 2022, the non-financial targets and appropriateness of the remuneration of the Board of Management were discussed. Changes in the Board of Management were also prepared and implemented.

Remuneration of the Allianz SE Board of Management

Key principles of the board remuneration

Remuneration is designed to be appropriate compared to peers, given the Allianz Group's range of business activities, operating environment, and business results achieved. The aim is to ensure and promote sustainable and value-oriented management of the company that is in line with our corporate strategy. The key principles are as follows:

- **Support of the Group's strategy:** The design of variable compensation, and in particular of performance targets, reflects the business strategy and sustainable long-term development of the Allianz Group.
- **Alignment of pay and performance:** The performance-based variable component of the board members' remuneration forms a significant portion of the overall remuneration, corresponding to 70% of the target compensation.
- **Sustainability of performance and alignment with shareholder interests:** A major part of the variable remuneration reflects longer-term performance, with deferred payout (64%), and is linked to the absolute and relative performance of the Allianz share.

Determination of the remuneration system

The Board of Management's remuneration is decided upon by the entire Supervisory Board, based on proposals prepared by the Supervisory Board's Personnel Committee. If required, the Supervisory Board may seek outside advice from independent external consultants. The Personnel Committee and the Supervisory Board consult with the Chairperson of the Board of Management in assessing the performance and remuneration of Board of Management members. The Chairperson of the Board of Management is generally not involved in the discussion about their own remuneration. The Supervisory Board designs the remuneration system for the members of the Board of Management in accordance with the requirements of the German Stock Corporation Act (AktG) in its currently valid version as well as with regulatory requirements and the recommendations of the German Corporate Governance Code, while ensuring clarity and comprehensibility. Feedback from investors is also considered.



Determination of and adequacy of the Board of Management remuneration

Based on the remuneration system, the Supervisory Board determines the target total compensation, and regularly reviews the appropriateness of the remuneration. This is based on both a horizontal comparison (i.e., with peer companies) and a vertical comparison (in relation to Allianz employees). Again, the Supervisory Board's Personnel Committee develops respective recommendations, if necessary with the assistance of external consultants.

The structure, weighting, and level of each remuneration component should be adequate and appropriate.

Horizontal appropriateness

The Supervisory Board regularly benchmarks the remuneration of the Board of Management of Allianz SE against other DAX companies and selected international companies (including, for example, the top positions in the STOXX Europe 600 Insurance), taking into account the company's position, as well as the Allianz Group's long-term performance, relative size, complexity, and internationality.

The benchmarking against the DAX companies in December already took into account the extension of the peer group from 30 to 40 companies. The outcome of the horizontal comparison is that Allianz SE is well above 75th percentile relative to size (revenue, number of employees, and market capitalization) compared to the DAX companies. Accordingly, the total remuneration of the members of the Board of Management is orientated on the upper quartile of the remuneration of the peer companies.

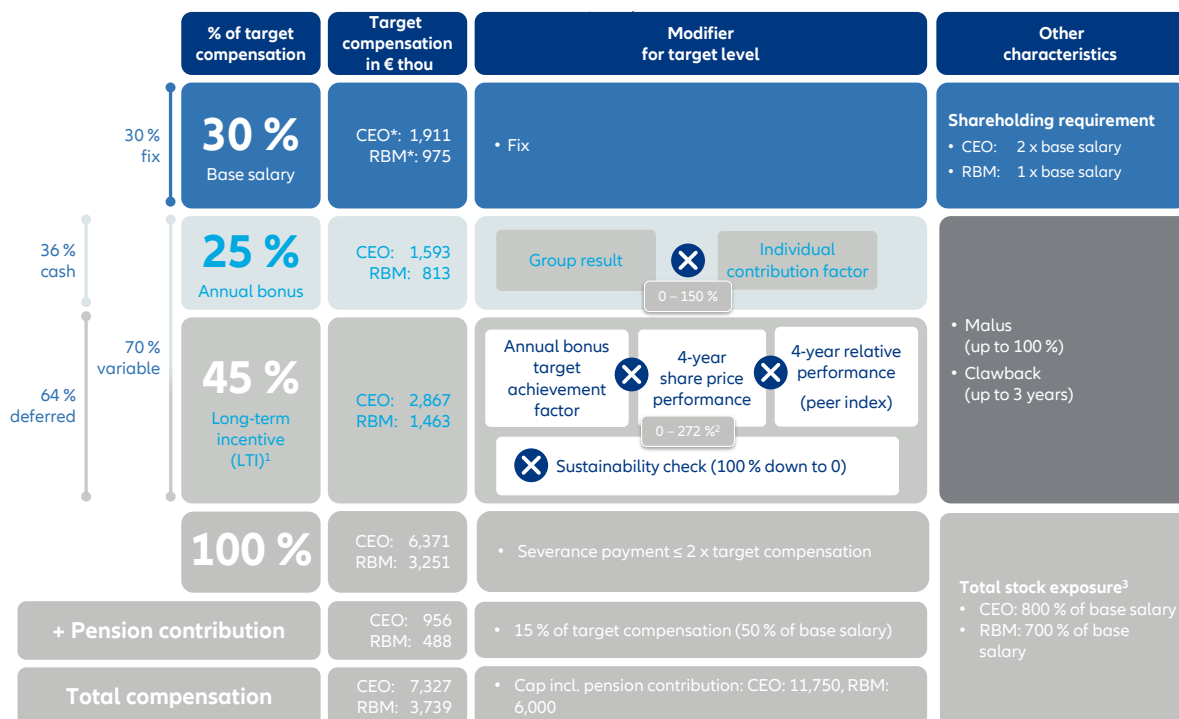
Vertical appropriateness

This comparison is based on the total direct compensation of a member of the Board of Management and the average direct compensation of an employee of the German Allianz companies. The Supervisory Board's decision in December is based on the factor resulting from this comparison for the previous financial year. For the financial year 2020, the factor for the Chairperson of Board of Management to employee was "66", and the factor for a regular board member to employee was "36". For the financial year 2021, the respective factor for the Chairperson of Board of Management to employee is "70" and the factor regular board member to employee is "41".



Overview of the remuneration system of Allianz SE

The following diagram provides an overview of the structure and amount of the target remuneration of the members of the Board of Management in the financial year 2021.



* CEO = Chief Executive Officer, RBM = regular board member.

1_ For simplicity reasons, the LTI percentage as well as the LTI target amount are based on target allocation values.

2_ The overall compensation cap of € 11,750 thou | € 6,000 thou including pension contributions limits the effective payout of the LTI to a maximum of 272 %.

3_ Shareholding requirement plus LTI at full run-rate.

Components of the Board of Management remuneration and their relation to strategy

Fixed remuneration

The fixed remuneration components comprise the base salary, perquisites, and pension contributions. They serve to provide a competitive remuneration to attract and retain Board of Management members, whose experience and skills enable them to develop and successfully implement the Allianz Group's strategy. They secure a reasonable level of income in line with market conditions, and promote a management of the company that is commensurate with risk.

Base salary

The base salary, which is not performance-related, is paid in twelve equal monthly installments.

Perquisites

Perquisites mainly consist of contributions to accident and liability insurances, tax consultant fees and the provision of a company car and further individual perquisites if applicable. Perquisites are not linked to performance. Each member of the Board of Management is responsible for paying the income tax due on these perquisites. The Supervisory Board regularly reviews the level of



perquisites; a contractual annual cap applies. If an appointment to the Board of Management requires a change of residence, relocation expenses are reimbursed to an appropriate extent.

Pension contribution

To provide competitive and cost-effective retirement and disability benefits, company contributions to the defined-contribution pension plan "My Allianz Pension" are invested with a guarantee for the contributions paid, but no further interest guarantee.

Each year, the Supervisory Board decides whether a budget is provided and, if so, to what extent. The current pension contribution generally represents 15% of the target compensation of the board members.

Apart from cases of occupational or general disability for medical reasons, the earliest age a pension can be drawn is 62. Should board membership cease before the retirement age is reached, accrued pension rights are maintained if vesting requirements are met.

Members of the Board of Management may have additional pension entitlements under former pension plans based on previous positions in the Allianz Group or due to membership of the Board of Management prior to 2015. Payments of social insurance contributions abroad required by Allianz in individual cases may also give rise to additional pension entitlements.

Performance-based remuneration

The performance-based variable remuneration includes the short-term annual bonus and long-term share-based remuneration. The composition aims to balance short-term performance, longer-term success and sustained value creation. The Supervisory Board ensures that the targets for the variable remuneration are challenging, sustainable and ambitious.

Annual bonus

The annual bonus provides incentives for profitable growth and further developing the operating business by successfully implementing the business objectives for the respective financial year. In doing so, the overall responsibility for reaching the Group targets as well as the individual performance with regard to the operational responsibilities of the individual members of the Board of Management are taken into consideration.

The annual bonus is derived by multiplying the target achievement factor by the target amount for the annual bonus, and is paid out in cash after the end of the relevant financial year, with payment limited to a maximum of 150% of the target amount.

Long-term incentive – LTI

The long-term, share-based compensation is oriented mainly towards the sustainable increase in the enterprise value. Taking the share price performance in absolute and relative terms as a basis, it encourages combining the interests of the shareholders with those of the members of the Board of Management.

Other stakeholder aspects are taken into consideration by setting strategic sustainability targets, whose achievement forms the basis for the final assessment at the end of the four-year contractual vesting period.



Almost two thirds (64%) of the variable remuneration is share-based, so as to adequately reflect the long-term performance of the company in the Board of Management remuneration.

Additional remuneration principles

Shareholding obligation and shareholding exposure

The members of the Board of Management are obliged to build up the following degree of share ownership within three years:

- **Chairperson of the Board of Management:** two times base salary, i.e., € 3,822 thou,
- **Regular Board of Management member:** one time base salary, i.e., € 975 thou.

Holding is required for the entire term of service on the Board of Management. Shares will be acquired through mandatory pay component conversion. In case of a base salary increase, the shareholding obligation increases accordingly. The holding obligation ceases with the end of the mandate.

In combination with the virtual shares (RSU) accumulated over four years through the LTI plan, the Allianz SE Board of Management has significant economic exposure to the Allianz stock: It amounts to approx. 800% of base salary for the Chairperson and approx. 700% of base salary for a regular board member.

Malus/clawback

Variable remuneration components may not be paid, or payment may be restricted, in the case of a significant breach of the Allianz Code of Conduct or regulatory Solvency II policies or standards, including risk limits.

In the same way, variable remuneration components already paid may be subject to a clawback for three years after payout. Additionally, a reduction or cancellation of variable remuneration may occur if the supervisory authority (BaFin) requires this in accordance with its statutory powers.

Payout cap

In accordance with § 87a (1) sentence 2 (1) AktG and the recommendations of the German Corporate Governance Code, the Supervisory Board has determined a remuneration cap.

Thus, the actual payout for the underlying financial year, comprising the base salary, variable remuneration and pension service cost, will be capped at maximum € 11,750 thou for the Chairperson of the Board of Management, and at € 6,000 thou for a regular member of the Board of Management. If the remuneration for the financial year exceeds this amount, compliance with the maximum limit will be ensured by reducing the payout of the long-term variable remuneration accordingly.

This payout cap principle was introduced for the first time for the financial year 2019. Given that the actual amount of the paid out long-term variable remuneration cannot be determined until after vesting and the final sustainability assessment, compliance with the payout cap will be reported on for the first time in the Remuneration Report for the financial year 2024.



Deviation from the remuneration system

The Supervisory Board can deviate temporarily from the remuneration system in exceptional circumstances in accordance with the statutory requirements (§ 87a (2) AktG), if this is necessary in the interests of the long-term welfare of the company. The assessment may take into account both macroeconomic and company-related exceptional circumstances, such as impairment of the long-term viability and profitability of the company. The deviation requires a prior proposal by the Personnel Committee.

The components of the remuneration system from which deviations may be made in exceptional cases include in particular the base salary, the annual bonus and the long-term incentive (LTI), including their relationship to each other, their respective assessment bases where applicable, the target setting and target achievement assessment principles, and the determination of any payout and payment dates. The duration of the deviation shall be determined by the Supervisory Board at its due discretion, but should not exceed a period of four years. In a crisis situation, for example, this principle is intended to allow the appointment of a new board member, e.g., with crisis management expertise, with a remuneration structure that temporarily deviates from the remuneration structure.

In the financial year 2021, the Supervisory Board did not make use of the option to deviate from the remuneration system.

Remuneration adjustment

The Supervisory Board is also entitled to take appropriate account of extraordinary unforeseeable developments when determining the amount of the variable remuneration components. This rule takes up a recommendation of the German Corporate Governance Code and allows for the adjustment of the remuneration in rare unforeseeable exceptional cases.

Conceivable cases of application include, for example, significant changes in accounting rules, or in the tax or regulatory framework, as well as catastrophic events not yet known at the time of target setting. The application of this rule may also lead to a reduction in the variable remuneration.

The Supervisory Board may also adjust the target remuneration of the members of the Board of Management, insofar as this is appropriate to ensure that the remuneration of the Chairperson of the Board of Management or a regular member of the Board of Management is appropriate with regard to their duties and performance. In doing so, it shall take into account the comparison of the Board of Management remuneration horizontally and vertically. The aim of this rule is to moderately adjust Board of Management remuneration on the basis of horizontal and vertical salary trends, and thus to avoid major salary increases.

It does not constitute an automatic adjustment, but requires a justified decision by the Supervisory Board in each case. Such a moderate adjustment of the target remuneration does not in itself represent a significant change to the remuneration system. These adjustments or deviations must be justified in detail in the respective remuneration report for the financial year. The remuneration report is prepared in accordance with ARUG II and submitted to the Annual General Meeting for approval.

In the financial year 2021, the Supervisory Board did not make use of the option to adjust the remuneration.



Termination of service

Board of Management contracts are limited to a period of five years. For new appointments, a shorter period of up to three years is provided based on the recommendation by the German Corporate Governance Code.

Severance payment cap

Payments for early termination to board members with a remaining term of contract of more than two years are capped at twice the annual compensation, consisting of the last financial year's base salary and 100% of the variable target compensation. If the remaining term of contract is less than two years, the payment is pro-rated for the remaining term of the contract. Contracts do not contain provisions for any other cases of early termination of Board of Management service.

In the event of a contractually agreed non-compete clause, a severance payment is offset against compensation resulting from the non-compete clause in case of premature termination of service.

Transition payment

Board members appointed before 1 January 2010 are eligible for a transition payment after leaving the Board of Management. The transition payment comprises an amount corresponding to the most recent base salary (paid for a period of six months), plus a one-time payment of 25% of the target variable remuneration at notice date. Where an Allianz pension is due at the same time, such pension is deducted from the monthly transition payments. In the event of a contractually agreed non-compete clause, the remittance of the transitional payment will be offset against the payment resulting from the non-compete clause.

Miscellaneous

Internal and external board appointments

When a member of the Board of Management simultaneously holds an appointment at another company within the Allianz Group or their joint ventures with outside partners, the full amount of the respective remuneration is transferred to Allianz SE.

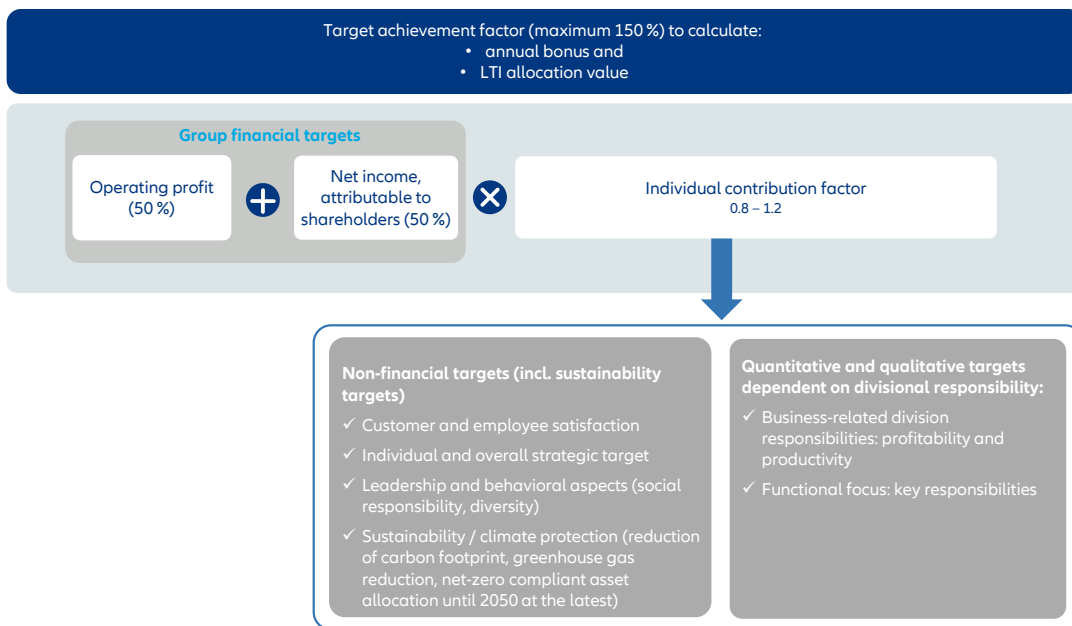
In recognition of related benefits to the organization, and subject to prior approval by the Supervisory Board of Allianz SE, board members are also allowed to accept a limited number of non-executive supervisory roles at appropriate external organizations. In these cases, 50% of the remuneration received is paid to Allianz SE.

The respective board member will retain the full remuneration for that position only if the Allianz SE Supervisory Board classifies the appointment as a personal one (*ad personam*). Any remuneration paid by external organizations will be itemized in those organizations' annual reports; its level will be determined by the governing body of the relevant organization.

Variable remuneration system

Target achievement factor to determine the variable remuneration

In line with the overarching strategic objective “simplicity wins”, the calculation of variable remuneration follows a simple system. The annual bonus and LTI allocation are based on only two Group financial targets for the relevant financial year: operating profit and net income attributable to shareholders, each at 50%. The resulting target achievement is adjusted by an individual contribution factor (ICF) in the range of 0.8 to 1.2, which reflects both the results of the business division and the performance of the individual board member. If targets are not met, the variable compensation can be reduced to zero. If targets are significantly exceeded, the target achievement is limited to 150%.



Group financial targets

The Group financial targets are based on equally weighted targets for Group operating profit and Group net income attributable to shareholders. Adjustments are only applied to acquisitions and disposals that account for more than 10% of the Group’s operating profit or net income attributable to shareholders, or that have a value-adding effect from a risk management perspective (e.g., portfolio transfers) and were not yet known at the time the plan was prepared. This regulation is intended to prevent meaningful transactions from having a negative impact on the remuneration of the Management Board.

Operating profit highlights the underlying performance of ongoing core operations.

Net income attributable to shareholders is the profit after tax and non-controlling interests (minorities). Furthermore, the net income forms the basis for the dividend payout and for the return on equity calculation. Both key performance indicators (KPIs) are important steering parameters for the Allianz Group and therefore reflect the level of implementation of the Group’s strategy.

The Group’s financial target achievement is limited to a maximum of 150% and can drop to zero.



The minimum, target, and maximum values for the Group financial targets are set annually by the Supervisory Board. These are documented for the respective next financial year and published ex-post in the remuneration report.

Individual performance indicators

The Group financial target achievement is multiplied by the ICF for each board member. The ICF is based on an assessment by the Allianz SE Supervisory Board, resting upon KPIs reflecting the respective board member's area of responsibility and their personal contribution.

- **Business division targets:** For board members with business-related division responsibilities, the contribution to the financial performance considers various indicators of profitability (e.g., operating profit and net income) and productivity (e.g., expense ratio) for the respective business division. For board members with a functional focus, division-specific performance targets are determined based on their key responsibilities, and qualitatively assessed.
- **Non-financial targets (incl. sustainability targets):** Customer satisfaction (for example, Net Promoter Score (NPS)) and employee satisfaction (for example, Allianz Engagement Survey) are taken into account in the non-financial targets. The management qualities, including strategic properties, are also assessed. The review of the individual management qualities assesses behavioral aspects, such as customer orientation, personnel management, corporate behavior, and credibility (for example, social responsibility, integrity, diversity). The following elements were taken into account in 2021 with regard to sustainability/climate protection:
 - Decarbonizing the Allianz Group's business operations and increasing the share of renewable energy in order to reduce carbon emissions by 30% by 2025, against a 2019 baseline.
 - Decarbonizing the investment portfolio in line with the Asset Owner Alliance (AOA) with the interim target of reducing emissions in listed equities and corporate bonds asset classes by 25% by year-end 2024 (baseline year 2019).
 - Securing the strong sustainability position in three leading sustainability indices.

Additional information can be found in the Non-Financial Statement for the Allianz Group and Allianz SE.

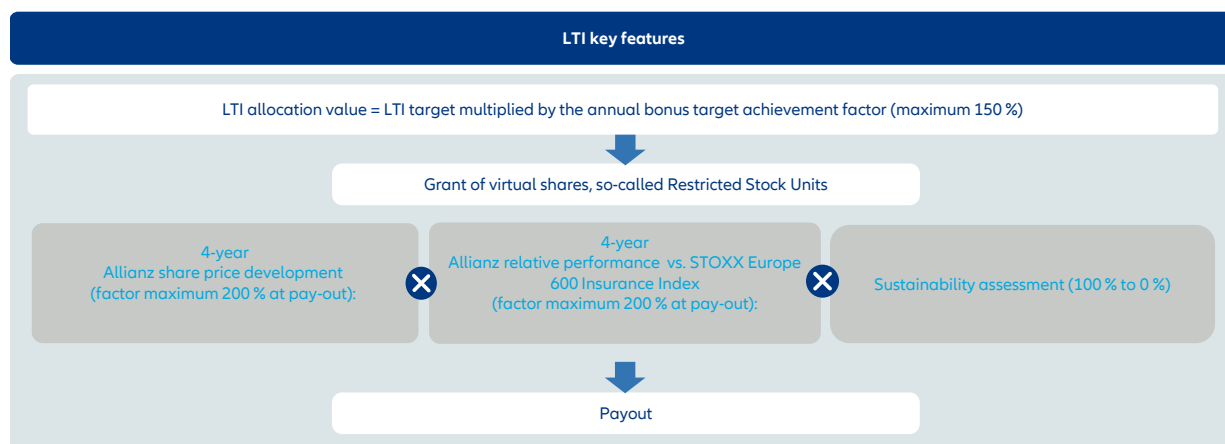
Determining the individual contribution factor (ICF)

The Supervisory Board determines the ICF for each member of the Board of Management based on the fulfillment of the individual performance indicators. Most of the performance indicators are provided with quantitative criteria, and therefore offer a sufficiently concrete basis for the combined assessment. The individual indicators are not weighted on a percentage basis, so that the ICF is not determined on the basis of a formulaic calculation. This allows the Supervisory Board to take appropriate consideration of the individual criteria and to react appropriately to changes in priorities during the year. Since the performance is determined without a specified weighting, the ICF covers a narrow range of 0.8 to 1.2.



Long-term incentive (LTI) design

The long-term, share-based compensation component makes up the largest portion of variable compensation. It promotes alignment with shareholders and reflects the sustainable implementation of the company's long-term strategy. The LTI is based on the performance in absolute and relative terms (i.e., versus competitors) of the Allianz share. Furthermore, the long-term development of KPIs is reflected in the deferred sustainability assessment following the four-year contractual vesting period.



- **Grant and contractual vesting period:** The LTI is granted annually in the form of virtual Allianz shares, so-called restricted stock units (RSUs). The number of RSUs to be granted corresponds to the LTI allocation amount, divided by the allocation value of an RSU at grant:
 - The LTI allocation amount is derived by multiplying the LTI target amount by the annual bonus achievement factor, and capped at maximum 150% of the target level.
 - The RSU allocation value is based on the ten-day-average Xetra closing price of the Allianz stock following the annual financial media conference¹. As RSUs are virtual stock without dividend payments, the relevant share price is reduced by the net present value of the expected future dividend payments during the four-year contractual vesting period.

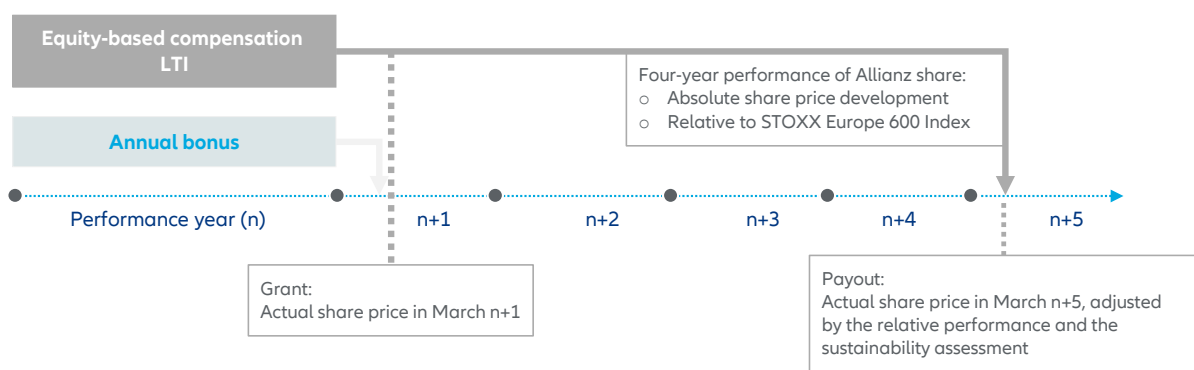
The LTI grant is followed by a contractual vesting period of four years. After that period, the LTI amount to be paid is determined based on the relative performance of the Allianz share, the relevant share price, and the results of the sustainability assessment.

- **Relative performance versus peers:** Besides the absolute share-price development, the LTI payout takes the relative performance of the Allianz share into account. The total shareholder return (TSR) of the Allianz share is benchmarked against the TSR of the STOXX Europe 600 insurance index by reflecting the relation of the total performance of the Allianz share ("Allianz TSR") and the total performance of the STOXX Europe 600 insurance index ("Index TSR") between the start and end of the four-year contractual vesting period. The payout is based on the TSR performance factor, which is calculated as follows:

1) For accounting purposes, the determination of the fair value of RSUs is based on an option pricing model taking into account additional input parameters, including the term structure of interest rates and the expected relative performance of the Allianz share price compared to the peer index. For the latter, simulation techniques are applied at the valuation date to determine the volatility of the Allianz stock, the volatility of the peer index, their correlation, and the expected dividends. The value of the RSUs used for the board members' compensation may deviate from this IFRS value, as a simplified calculation method was applied to increase transparency and traceability.

- At the end of the contractual vesting period, the difference between the Allianz TSR and the Index TSR is determined in percentage points; the result is multiplied by "2": As the comparison with competitors and the market is of outstanding importance, the outperformance/underperformance is weighted twofold.
- To determine the factor, 100 percentage points are added to the result. Example: 1 percentage point outperformance results in a relative performance factor of 102%; 1 percentage point underperformance results in a relative performance factor of 98%.

In order to avoid incentivizing excessive risk-taking, the relative TSR performance factor is limited: it can vary between zero (for underperformance of the index by - 50 percentage points or lower) and 200% (for outperformance of the index by minimum + 50 percentage points or higher).



- **Sustainability assessment:** Prior to the payout of each LTI tranche, the Supervisory Board determines, following a preliminary assessment by the Personnel Committee and the external auditor, whether there are any sustainability-related concerns regarding a full payout. If so, payment of the tranche may be canceled in full or in part.

Subject of the sustainability assessment are:

- compliance breaches,
- balance sheet issues, such as reserve strength, solvency, indebtedness, and ratings,
- KPIs entailed in the individual board members' targets, such as NPS, employee satisfaction, and climate targets.

The assessment is made applying a comparable basis; i.e., any regulatory changes, changes in accounting regulations, or changes in calculation methods for the KPIs in question are taken into account.

- **Allianz share performance, payout, and cap:** Following the end of the four-year contractual vesting period, the granted RSUs are settled in cash, based on the ten-day average Xetra closing price of the Allianz SE share following the annual financial media conference in the year the respective RSU plan vests, multiplied by the relative TSR performance factor, and adjusted by the sustainability assessment, if necessary. The relevant share price is capped at 200% of the grant price. Likewise, the relative TSR performance factor is capped at a maximum of 200%.



Taking into account the overall compensation cap (€ 6,000 thou for a regular board member and € 11,750 thou for the Chairperson of the Board of Management), the LTI payout in relation to the LTI target – which deviates from the individual LTI component caps – is limited to 272%.

Outstanding RSU holdings are forfeited should a board member leave at their own request or be terminated for important cause.

Illustrative examples:

LTI payout: performance exceeds expectation (scenario 1)

Illustrative example for RBM	%	Number RSUs	€ thou
Initial grant based on:			
•LTI target			1,463
•LTI allocation amount: annual bonus achievement factor applied to LTI target	110		1,609
•RSU grant (listed share price: € 240, share price relevant to the calculation of the allocation: € 190 (= reduced by the net present value of estimated future dividends of € 50))		8,470	
LTI payout at vesting based on:			
•RSUs x share price at vesting (€ 298)			2,524
•TSR relative performance factor: 2 x (TSR Allianz: 45 % – TSR Stoxx Europe 600 Insurance: 40 %) + 100 %	110		
Payout			2,776

LTI payout: performance remains below expectation (scenario 2)

Illustrative example for RBM	%	Number RSUs	€ thou
Initial grant based on:			
•LTI target			1,463
•LTI allocation amount: annual bonus achievement factor applied to LTI target	90		1,317
•RSU grant (listed share price: € 240, share price relevant to the calculation of the allocation: € 190 (= reduced by the net present value of estimated future dividends of € 50))		6,930	
LTI payout at vesting based on:			
•RSUs x share price at vesting (€ 226)			1,566
•TSR relative performance factor: 2 x (TSR Allianz: 15 % – TSR Stoxx Europe 600 Insurance: 40 %) + 100 %	50		
Payout			783

Application of the remuneration system in the financial year

Variable remuneration for the financial year

Financial Group targets and target achievement

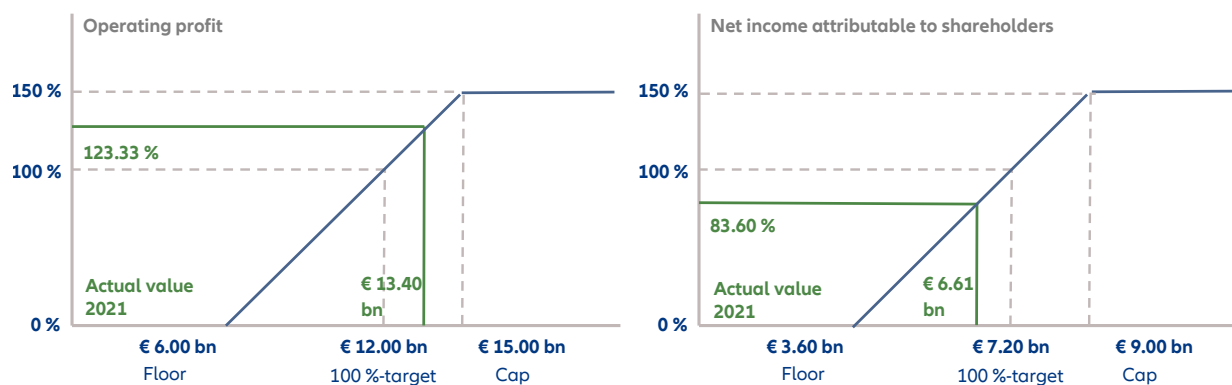
The degree of target achievement for the Group's financial targets is calculated as the simple average of the target achievement of the operating profit for the year and the net income for the year attributable to shareholders. At € 13.4 bn, the operating profit target of € 12.0 bn was exceeded as all business units achieved strong growth, resulting in a target achievement of 123.33% for operating profit.

The provision recorded in Q4 2021 for proceedings relating to the Structured Alpha Funds significantly reduced net income attributable to shareholders and thus also the target achievement of the net income attributable to shareholders. With net income attributable to shareholders of € 6.61 bn, the target of € 7.20 bn was not reached, resulting in a target achievement of 83.60%. Without the very strong operating performance and the positive effect from the Allianz Life reinsurance agreement in the USA, the target achievement for net income attributable to shareholders would have been even lower.



Overall, this results in an achievement rate for the Group's financial targets of 103.47%. The Supervisory Board did not exercise any discretion in determining the Group's financial target achievement.

Group financial target achievement level 2021



Group financial target achievement 2019-2021

Group financial target achievement	Operating profit			Net income			Achievement level combined in %		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Bonus curve									
0% - Floor in € bn	5.80	6.00	6.00	3.80	4.00	3.60			
100% - Target in € bn	11.50	12.00	12.00	7.50	7.90	7.20			
150% - Max in € bn	14.35	15.00	15.00	9.35	9.85	9.00			
Target achievement							108.72	75.58	103.47
Achievement level in € bn	11.86	10.75	13.40	7.91	6.81	6.61			
Achievement level in %	106.24	79.19	123.33	111.19	71.97	83.60			
Weight in %	50.00	50.00	50.00	50.00	50.00	50.00			

Individual performance indicators and application of the individual contribution factor

In order to calculate the annual bonus, the target achievement level of the Group's financial targets is multiplied by the individual contribution factor (ICF), which is determined for each board member by the Supervisory Board in line with the target achievement of the individual agreement on the financial and non-financial targets.

The financial performance of the Board of Management, based on the operating business, has to be rated as very strong for the financial year 2021. The solvency stabilized at a good level. Almost all business divisions made a positive contribution and some have significantly exceeded the target level.

The Iberia & Latin America region and the non-operating business of the Asset Management are the exception. Consequently, the Group's target achievement level is negatively impacted almost exclusively by these divisions.

The strong performance overall was achieved on a sustainable basis. As in the financial year 2020, both customers and employees once again awarded the Board of Management a very good rating in the financial year 2021, as revealed by the indicators such as Net Promoter Score, Inclusive Meritocracy Index, and Work Well Index Plus. The environmental target set for reducing CO₂ emissions



was also clearly exceeded. As a result, the overall determination of the individual contribution factor (ICF) for the Board of Management was 1. Compared to the previous year, this includes a flat-rate discount of around 10 percentage points, which was agreed with each individual member of the Board of Management as a result of the Structured Alpha proceedings.

As CFO, Giulio Terzariol was responsible for a considerable share of the strong operating profit of over € 13 bn. He worked consistently on the Allianz Group's S&P rating, the solvency ratio, and liquidity, which he reinforced through very good capital management, such as successful transactions with closed life insurance policies. Mr. Terzariol was also convincing in his communication of the new financial targets on the Capital Markets Day and of the preparations for the introduction of IFRS 9/17.

The Supervisory Board expects further progress to be made in 2022 on accumulation control, the management of potential reputational risks, and in monitoring and managing the transformation and IT activities.

Dr. Günther Thallinger achieved a performance that exceeded expectations in investment management, for which he was responsible. Capital efficiency was significantly increased in the Life/Health business segment through a series of capital measures. In 2021 the return on equity in this segment was 13.0%. Dr. Thallinger also played a significant role in further structuring and implementing the Allianz Group's sustainability ambitions with regard to environmental, social and governance (ESG) issues, whereby it achieved the leading position among the insurance companies in the Dow Jones Sustainability Index Ranking 2021. The Group Center for sustainability was set up successfully and pro-actively supported the work of the newly-established Sustainability Committee of the Supervisory Board.

The Supervisory Board expects to make further efforts in consistently realizing potential in the area of health insurance, especially through new cross-border digital initiatives as well as strengthening the competitive position as an investor in global capital markets, especially in non-listed assets.

Dr. Barbara Karuth-Zelle has very quickly lived up to her new role as member of the Board of Management, already making a positive and important contribution in her first year. Under her leadership, the Allianz Group has made considerable progress in further harmonizing and centralizing its IT operations. Productivity, for example, once again increased. Despite the numerous group-wide transformation initiatives, IT costs remained in line with expectations. The IT stability was maintained at a high level and the IT security of the Allianz Group was improved further. The very positive development of employee satisfaction in her area of responsibility is also worth mentioning.

The Supervisory Board expects further progress, especially in synchronizing the global and local measures taken to implement the Business Master Platform, and the consistent alignment of personnel development to the new requirements. The topic of cybersecurity must always be at the forefront in a dynamic environment.

With a strong contribution to earnings by the operating entities in Western Europe, Sergio Balbinot once again made a material contribution to the Group's very good operating result. Thanks to the acquisition of the Italian property-casualty insurance entity from the Aviva Group, he further reinforced Allianz's strong position in Italy. In addition to Allianz's leadership among the Asian insurance units, the authorization it was granted to establish an insurance asset management company is another very positive issue. Allianz is therefore the first company in China to be able to establish a fully foreign-owned insurance asset management enterprise on the Chinese market. From a Group perspective, the approval from the China Banking and Insurance Regulatory Commission (CBIRC)



to acquire the shareholdings in Allianz China Life Insurance from joint venture Partner Citic Trust is of great importance. Allianz is now the sole owner of this company.

For the financial year 2022, the Supervisory Board expects internal and external growth potential, where appropriate, to be realized in the Asia region, as well as further optimization of the business operations.

Renate Wagner made a positive contribution to earnings with the functional units she leads – Human Resources, Legal, Compliance, Privacy & Data Protection, and M&A. It is particularly worth mentioning the second-highest result in the history of the group-wide employee survey “Allianz Engagement Survey”, which reflects the high level of employee satisfaction with the management of the still persistent pandemic in 2021. Contrary to the market trend, employee satisfaction remained at a high level in 2021. Another positive factor is the implementation of acquisitions despite adverse conditions, for example in Italy and Poland, and groundbreaking transactions with various closed life insurance portfolios as well as the good collaboration with the US authorities in resolving the events surrounding the AllianzGI U.S. Structured Alpha Funds.

The Supervisory Board expects that, aside from economies of scale, M&A transactions will also contribute to the new technological challenges. The HR division has to focus strongly on developing and supporting talent within the Group, with regard to the changing requirements.

Dr. Klaus-Peter Röhler successfully steered the Allianz Deutschland AG companies through a challenging year with a steady hand. The implementation of the reorganization of Allianz in Germany, together with the very good results of the employee survey at the same time, is positive. Despite the severe natural disasters of summer 2021, Allianz Deutschland AG achieved very solid results. In addition to the strong contributions to earnings from Switzerland and the region Central and Eastern Europe, the acquisition of Aviva’s life and property-casualty business, as well as Aviva Poland’s pension and asset management businesses, further expanded the strong position of the Allianz companies in the region. Mr. Röhler had a material impact on the group-wide improvement in the Group’s property insurance performance indicators in the retail business.

The Supervisory Board continues to expect strong growth above the market trend in the region Central and Eastern Europe. It also expects consistent development of the digitalization process in the German companies in particular as well as timely improvements in customer satisfaction in property insurance, in order to become the market leader here too.

Dr. Andreas Wimmer quickly familiarized himself with the business division he assumed on 1 October 2021, while also continuing to successfully manage Allianz Lebensversicherungs-AG. In addition to his commitment to processing the Structured Alpha proceedings and his contribution to the life insurance portfolio transaction in the United States, his convincing presentation of Allianz’s future life insurance strategy at the Capital Markets Day in December was a positive factor.

Besides processing the potential measures arising from the Structured Alpha proceedings, the Supervisory Board expects Dr. Wimmer to take further steps in implementing the life insurance strategy and continuing the strategy in asset management.

Chris Townsend has integrated into the management team and the broader Allianz community fast and with positive impact. Under his leadership and via Global Commercial, the Group’s Commercial business, incl. AGCS, benefited from reduced volatility. Global Commercial installed a segment-focus steering approach across the Group to address the significant market potential in Mid-Corp. The AGCS turnaround shows substantial progress, delivering an underwriting profit,



and Euler Hermes successfully exited the State Support Schemes and was able to increase profits in 2021. Australia delivered on the replatforming of the new Business Master Platform with positive results. The strong indices of the annual employee engagement survey within the units under Chris Townsend's responsibility were encouraging.

The Supervisory Board expects further improvement in the Mid-Corp business, and tangible progress in the transformation of the companies in the UK and Australia.

The quantitative performance of the companies in the Iberia & Latin America region led by Iván de la Sota fell short of expectations. The Supervisory Board expects a visible improvement here, in terms of profitability and technical excellence. It is worth mentioning the promising start of the joint venture with Banco Bilbao Vizcaya Argentaria (BBVA) in Spain, the integration of the SulAmérica business in Brazil, and the successful transactions of the Allianz X unit in promising FinTech companies. The Supervisory Board assesses as very positive the further successful steps taken towards developing and implementing a uniform, cross-border product and IT platform strategy as well as in the claims processing of Allianz Group.

Allianz Life Insurance Company of North America (Allianz Life) as well as AllianzGI and PIMCO showed a strong operating performance during the time Jacqueline Hunt was responsible until 30 September 2021. Also positive was the successful completion of the reinsurance agreement for a \$35 billion fixed index annuity portfolio by AZ Life, which significantly improved the Allianz Group's return on equity and strengthened the Allianz Group's regulatory capital position. In the case of AllianzGI and PIMCO, in particular, the record inflows of assets under management had a positive impact.

The non-financial targets also showed a good performance of Mrs. Hunt and her contribution went beyond her divisional responsibilities.

Mrs. Hunt has been an excellent member of the Board of Management and there is no evidence of any wrongdoing by her in connection with Structured Alpha. However, the net income impact of the provision for Structured Alpha has been reflected in her ICF of 0.8.

Overall, Oliver Bäte acted prudently and with confidence, providing his Board of Management team with the right impetus in what was once again a difficult environment, so that the Allianz Group could consistently meet its operating targets beyond expectations. Mr. Bäte presented the Allianz Group's new strategy and ambition for 2022 – 2024 with great conviction at the Capital Markets Day and the Supervisory Board now expects consistent implementation of this strategy. Mr. Bäte convinced analysts and investors alike with the new dividend strategy and the announcement of AZ Life's groundbreaking transactions in the United States. He was once again a great role model to the entire Allianz management in 2021.

Potential impact of the legal disputes in the USA on Board of Management remuneration

The legal disputes in the U.S.A. will, in addition to the negative impact on net income attributable to shareholders of the Asset Management division and the Group as a whole, because of failure of this element to meet the financial targets for the 2021 financial year, and through the agreement to a 10 percentage point discount on the individual contribution factor of all board members, also have negative implications for the bonus of the entire Board of Management. The distribution of the LTI in 2022 will be reduced, as well as the bonus payment. Furthermore, the legal disputes in the USA could also potentially have a clearly negative effect on the Board of Management's long-term incentive. The long-term incentive is based on Allianz SE's share price performance in abso-



lute and relative terms. Following publication of the ad hoc announcement on 1 August 2021, the Allianz share fell by 8% and at year-end 2021 traded only +3.5% higher than at the start of the year. In the relative development (including dividends), the STOXX Europe 600 Insurance rose by +21% compared to the +8% performance of the Allianz share in 2021. The 12% points underperformance is reflected with a factor of 2 in the Board of Management's long-term incentive and could potentially reduce the payout by up to -25%. Each long-term incentive plan has a four-year term. The relative performance achieved before 1 January 2021 or the future relative performance until the payment date are not taken into account in this exemplary analysis as at the reporting date of 31 December 2021. The relative performance in the reporting year impacts the long-term incentive from the 2020 and 2021 plans.²

The Supervisory Board and the Board of Management have initiated reviews in conjunction with the Structured Alpha subject as well as commissioning independent advisors to conduct external investigations. The various examinations were not yet concluded at the time of preparing this Remuneration Report. There are no findings so far of possible breaches of duty by the Board of Management.

According to the remuneration system for members of the Board of Management, the Supervisory Board may wholly or partially reduce the annual bonus and/or LTI allocation amount or payout (malus) in the case of a significant breach of the Allianz Code of Conduct or other compliance provisions. If a breach of compliance is committed and/or infringed prior to payment of the annual bonus or the long-term incentive but is not identified until after payout, the Supervisory Board may wholly or partially reclaim the annual bonus or long-term incentive paid out (clawback). The Supervisory Board makes its decision on the basis of its professional judgment. In particular, the severity and impact of the breach, degree of culpability and any financial loss or reputational damage to the company that has occurred or is impending must be taken into account.

2) The relative performance is only reflected since the system conversion in performance year 2019.



Overview target achievement and variable remuneration for the financial year

The following table shows the amounts for annual payout and LTI-allocation resulting from the target achievement of the financial year as well as the target, minimum and maximum amount of the variable compensation components.

Target achievement and variable remuneration of the members of the Board of Management for the financial year

€ thou (total might not sum up due to rounding)

Board member		Target achievement			Annual bonus				LTI allocation ¹			
		Group financial performance	ICF	Target achievement factor	Target	Min	Max	Payout	Target	Min	Max	Allocation
		%	0.8-1.2	%	€ thou	€ thou	€ thou	€ thou	€ thou	€ thou	€ thou	€ thou
Active board members in 2021												
Oliver Bäte	2021	103.47	1.06	109.68	1,593	-	2,390	1,748	2,867	-	4,301	3,145
	2020	75.58	1.17	88.43	1,422	-	2,133	1,257	2,559	-	3,839	2,263
Appointed: 01/2008; CEO since 05/2015	2019	108.72	1.13	122.85	1,422	-	2,133	1,747	2,559	-	3,839	3,144
Sergio Balbinot	2021	103.47	1.06	109.68	813	-	1,220	892	1,463	-	2,195	1,605
	2020	75.58	1.16	87.67	813	-	1,220	713	1,463	-	2,195	1,283
Appointed: 01/2015	2019	108.72	1.11	120.68	813	-	1,220	981	1,463	-	2,195	1,766
Jacqueline Hunt	2021	103.47	0.80	82.78	813	-	1,220	673	1,463	-	2,195	1,211
	2020	75.58	1.14	86.16	813	-	1,220	700	1,463	-	2,195	1,261
07/2016 until 09/2021	2019	108.72	1.10	119.59	813	-	1,220	972	1,463	-	2,195	1,750
Dr. Barbara Karuth-Zelle	2021	103.47	1.04	107.61	813	-	1,220	875	1,463	-	2,195	1,574
	2020	-	-	-	-	-	-	-	-	-	-	-
Appointed: 01/2021	2019	-	-	-	-	-	-	-	-	-	-	-
Dr. Klaus-Peter Röhler	2021	103.47	1.05	108.64	813	-	1,220	883	1,463	-	2,195	1,589
	2020	75.58	1.15	86.92	611	-	917	531	1,100	-	1,650	956
Appointed: 04/2020	2019	-	-	-	-	-	-	-	-	-	-	-
Iván de la Sota	2021	103.47	0.98	101.40	813	-	1,220	824	1,463	-	2,195	1,483
	2020	75.58	1.11	83.89	813	-	1,220	682	1,463	-	2,195	1,227
Appointed: 04/2018	2019	108.72	0.95	103.28	813	-	1,220	840	1,463	-	2,195	1,511
Giulio Terzaroli	2021	103.47	1.04	107.61	813	-	1,220	875	1,463	-	2,195	1,574
	2020	75.58	1.14	86.16	813	-	1,220	700	1,463	-	2,195	1,261
Appointed: 01/2018	2019	108.72	1.07	116.33	813	-	1,220	946	1,463	-	2,195	1,702
Dr. Günther Thallinger	2021	103.47	1.04	107.61	813	-	1,220	875	1,463	-	2,195	1,574
	2020	75.58	1.14	86.16	813	-	1,220	700	1,463	-	2,195	1,261
Appointed: 01/2017	2019	108.72	1.07	116.33	813	-	1,220	946	1,463	-	2,195	1,702
Christopher Townsend	2021	103.47	1.04	107.61	813	-	1,220	875	1,463	-	2,195	1,574
	2020	-	-	-	-	-	-	-	-	-	-	-
Appointed: 01/2021	2019	-	-	-	-	-	-	-	-	-	-	-
Renate Wagner	2021	103.47	1.05	108.64	813	-	1,220	883	1,463	-	2,195	1,589
	2020	75.58	1.14	86.16	813	-	1,220	700	1,463	-	2,195	1,261
Appointed: 01/2020	2019	-	-	-	-	-	-	-	-	-	-	-
Dr. Andreas Wimmer ²	2021	103.47	1.00	103.47	205	-	308	226	369	-	554	407
	2020	-	-	-	-	-	-	-	-	-	-	-
Appointed: 10/2021	2019	-	-	-	-	-	-	-	-	-	-	-

¹ Derived by multiplying the LTI target amount by the total target achievement factor.

² Annual bonus and LTI allocation pro rata for three months. Payout determined using the weighted average of the target achievement of AZ Leben (126.5%: 110% company target achievement and 1.15 ICF) with a weighting of 30% and the AZ SE target achievement with a weighting of 70%.

Share-based remuneration

The following table shows the development of the RSU portfolios of the members of the Board of Management in the financial year. The number of RSUs granted under the former Allianz Equity Incentive (AEI – until and including the allocation for financial year 2018) and under the current Long Term Incentive (LTI – from financial year 2019) are displayed separately.



The reported RSU portfolios can include RSUs which have been granted prior to the appointment as member of the Board of Management of Allianz SE. The decisive price of the Allianz share at the time of payout was € 203.13.

RSU portfolio development in financial year

Board member	RSU plan	Number of RSUs on 1.1.2021	Development in financial year			Number of RSUs on 31.12.2021
			Number of RSUs allocated in March 2021	Number of RSUs settled in March 2021	Number of RSUs forfeited in 2021	
	LTI/ RSU	19,588	13,972	-	-	33,560
Oliver Bäte	AEI/RSU	30,347	-	11,038	-	19,309
	LTI/ RSU	11,001	7,919	-	-	18,920
Sergio Balbinot	AEI/RSU	19,360	-	7,359	-	12,001
	LTI/ RSU	10,902	7,783	-	-	18,685
Jacqueline Hunt (until 09/2021)	AEI/RSU	15,175	-	3,417	-	11,758
	LTI/ RSU	-	-	-	-	-
Dr. Barbara Karuth-Zelle	AEI/RSU	8,018	2,945	2,278	-	8,685
	LTI/ RSU	-	5,900	-	-	5,900
Dr. Klaus-Peter Röhler	AEI/RSU	18,394	1,809	4,017	-	16,186
	LTI/ RSU	9,415	7,578	-	-	16,993
Iván de la Sota	AEI/RSU	12,177	-	3,200	-	8,977
	LTI/ RSU	10,604	7,783	-	-	18,387
Giulio Terzariol	AEI/RSU	10,445	-	2,599	-	7,846
	LTI/ RSU	10,604	7,783	-	-	18,387
Dr. Günther Thallinger	AEI/RSU	14,163	-	2,826	-	11,337
	LTI/ RSU	-	-	-	-	-
Christopher Townsend	AEI/RSU	-	-	-	-	-
	LTI/ RSU	-	7,783	-	-	7,783
Renate Wagner	AEI/RSU	5,159	-	1,341	-	3,818
	LTI/ RSU	-	-	-	-	-
Dr. Andreas Wimmer (since 10/2021)	AEI/RSU	4,808	4,250	1,452	-	7,606

Shareholding requirements

Under the shareholding requirements, members of the Board of Management must build share ownership within three years. The following table shows the values of the share ownership and RSU portfolios, and their proportion of base salary.

Shareholding exposure as of 31 December 2021

in € thou	Share-ownership portfolio ¹	RSU portfolio ²	Total portfolio	Proportion of total portfolio value of base salary in %
Board members active in financial year				
Oliver Bäte	3,802	9,734	13,536	708
Sergio Balbinot	1,086	5,760	6,846	702
Jacqueline Hunt	-	5,671	5,671	582
Dr. Barbara Karuth-Zelle	-	1,644	1,644	169
Dr. Klaus-Peter Röhler	314	4,131	4,445	456
Ivan de la Sota	1,086	4,799	5,885	604
Giulio Terzariol	1,086	4,806	5,892	604
Dr. Günther Thallinger	1,806	5,530	6,616	679
Christopher Townsend	-	-	-	-
Renate Wagner	471	2,073	2,544	261
Dr. Andreas Wimmer	-	1,400	1,400	144

¹ Based on the XETRA closing price of the Allianz share as of 30 December 2021. Shareholdings as of 31 December 2021: Oliver Bäte: 18,309 shares; Sergio Balbinot, Iván de la Sota, Giulio Terzariol and Dr. Günther Thallinger: 5,230 shares each. Renate Wagner: 2,270 shares, Dr. Klaus-Peter Röhler: 1,513 shares. As part of the share ownership guideline, the first acquisition for Dr. Barbara Karuth-Zelle and Christopher Townsend will take place in 2022, and for Dr. Andreas Wimmer in 2023.

² Based on fair value of RSU portfolio as of 31 December 2021 shown in the table reporting the share-based compensation. The determination of the LTI fair values is based on an option pricing model taking into account additional input parameters, including the term structure of interest rates and the expected relative performance of the Allianz share price compared to the peer index. For the latter, simulation techniques are applied at the valuation date to determine the volatility of the Allianz stock, the volatility of the peer index and their correlation.



Pensions

Company contributions to the current pension plan “My Allianz Pension” are generally 15% of total target direct compensation, reduced by an amount covering the death and occupational or general disability risk. They are invested in a fund with a guarantee on the contributions paid, but no further interest guarantee.

For members with pension rights under the now frozen defined benefit plan, the above contribution rates are reduced by 19% of the expected annual pension from that frozen plan.

In 2021, the Allianz Group paid € 5 mn (2020: € 6 mn) to increase reserves for pensions and similar benefits for active members of the Board of Management. As of 31 December 2021, reserves for pensions and similar benefits for active members of the Board of Management amounted to € 33 mn (2020: € 35 mn).

Reserves for current pension obligations and accrued pension rights for former members of the Board of Management totaled € 201 mn (2020: € 171 mn).

Individual pensions: 2021 and 2020

€ thou (total might not sum up due to rounding)

Board members		Current pension plan		Previous pension plans ¹		Total	
		SC ²	DBO ³	SC ²	DBO ³	SC ²	DBO ³
Oliver Bäte	2021	878	4,830	172	5,494	1,050	10,324
	2020	812	3,765	229	5,638	1,041	9,403
Sergio Balbinot	2021	465	2,885	2	45	467	2,930
	2020	464	2,354	8	46	472	2,400
Jacqueline Hunt ⁴	2021	344	-	-	-	344	-
	2020	458	1,720	-	-	458	1,720
Dr. Barbara Karuth-Zelle	2021	353	1,115	45	1,091	398	2,206
	2020	-	-	-	-	-	-
Dr. Klaus-Peter Röhler	2021	461	1,826	79	2,466	540	4,292
	2020	346	1,302	44	2,519	390	3,821
Iván de la Sota	2021	462	1,708	73	635	535	2,343
	2020	462	1,197	98	617	560	1,814
Giulio Terzariol	2021	461	1,950	104	1,481	565	3,431
	2020	462	1,427	94	1,464	556	2,891
Dr. Günther Thallinger	2021	465	2,484	83	1,779	548	4,263
	2020	464	1,927	71	1,933	535	3,860
Christopher Townsend	2021	412	417	-	-	412	417
	2020	-	-	-	-	-	-
Renate Wagner	2021	464	1,182	63	247	527	1,429
	2020	464	683	13	265	477	948
Dr. Andreas Wimmer	2021	42	836	9	289	51	1,125
	2020	-	-	-	-	-	-

1. Previous closed and frozen plans, including transition payment for Oliver Bäte.

2. SC = service cost. Service costs are calculatory costs for the DBO related to the business year reported.

3. DBO = Defined Benefit Obligation, end of year. The figures show the obligation for Allianz resulting from defined benefit plans, taking into account realistic assumptions with regard to interest rate, dynamics and biometric probabilities.

4. As Jacqueline Hunt's service as a member of the Board of Management ended 30 September 2021, her employer-financed DBO of € 2,215 thou as of 31 December 2021 is taken into account under the former board members.



Remuneration of the members of the Board of Management

The following tables show the individual remuneration of the members of the Board of Management who were active in the reporting year, for the 2021 and 2020 financial years.

The table "Remuneration In The Financial Year" features the remuneration awarded and due in accordance with § 162 (1) sentence 1 AktG. It includes the payments made in the financial year for base salary, perquisites, and other remuneration. For the variable remuneration, the components for performance fully rendered in the financial year are reported. This requirement is met in case the applicable performance criteria are fulfilled and conditions subsequent and suspensive have been met or have ceased to exist. For the financial year 2021, this is the annual bonus that refers to the 2021 performance period and is paid out in March 2022. For the share-based remuneration, the payout of the RSU allocation of the Allianz Equity Incentive (AEI) for the financial year 2016, which vested in the financial year 2021, is reported.

This interpretation of the awarding concept corresponds to the definition of the payout in the remuneration reports of previous years. The information in the table "Remuneration In The Financial Year" is therefore consistent with the details in the column "Payout" in previous remuneration reports.

The additional table "Remuneration For The Financial Year" goes above and beyond the requirements of § 162 AktG. It includes the contributions to base salary and perquisites made in the respective financial year as well as the annual bonus for the respective financial year and the allocation amount of the share-based remuneration for the financial year.

The amounts for the annual bonus and LTI allocation reported here result from the achievement of the targets for the financial year. The information therefore directly depicts the correlation between remuneration and business development.

These compensation components correspond with the components in the column "Actual Grant" in previous remuneration reports.

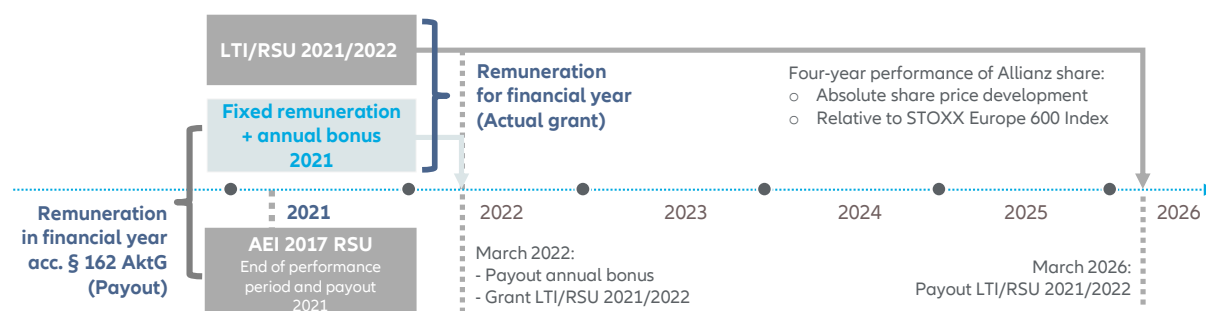
Furthermore, the remuneration for the financial year is decisive for reviewing the retention of the general payout cap of € 11,750 thou for the Chairperson of the Board of Management and € 6,000 thou for a regular member. It is reviewed prior to the payout in 2026 and 2025 of the LTI tranches allocated for the financial year 2021 and 2020, and reported in the remuneration report for the respective financial year.

Furthermore, the pension expenses in the financial year are listed in both tables, even if these are not regarded as remuneration awarded and due in accordance with § 162 AktG. Finally, in addition to the absolute amounts, the share of the individual remuneration components relative to the total remuneration is stated.

The information provided for by the Stock Corporation Act on remuneration awarded and due to former members of the Board of Management is shown in a separate table for the sake of clarity.



The following diagram presents the allocation of the remuneration components in the two tables, using the financial year 2021 as an example:



Remuneration in the financial year

The following table shows the remuneration awarded and due in accordance with § 162 AktG. It includes the payments made in the financial year for base salary and perquisites, the annual bonus that refers to the performance period of the financial year and the payout amount of the share-based remuneration, that vested in the financial year.

Furthermore, the pension expenses in the financial year are listed, even if these are not regarded as remuneration awarded and due in accordance with § 162 AktG.

Individual remuneration: 2021 and 2020

€ thou (total might not sum up due to rounding)

Board members		Fixed compensation				Variable short-term		Variable long-term		Other compensation		Total compensation acc § 162 AktG	Pension service cost	Total
		Base salary		Perquisites		Annual bonus		Share-based compensation		in % of TC				
		€ thou	in % of TC	€ thou	in % of TC	€ thou	in % of TC	€ thou	in % of TC	€ thou	in % of TC	€ thou	€ thou	€ thou
Board members active in financial year														
Oliver Bäte	2021	1,911	32	11	-	1,748	30	2,242	38	-	-	5,912	1,050	6,961
Appointed: 01/2008; CEO since 05/2015	2020	1,706	32	11	-	1,257	23	2,375	44	-	-	5,350	1,041	6,391
Sergio Balbinot	2021	975	28	91	3	892	26	1,495	43	-	-	3,453	467	3,920
Appointed: 01/2015	2020	975	27	74	2	713	20	1,883	52	-	-	3,644	472	4,116
Jacqueline Hunt ¹	2021	975	41	14	1	673	29	694	29	-	-	2,357	344	2,700
Appointed: 07/2016; end of service 09/2021	2020	975	57	23	1	700	41	-	-	-	-	1,699	458	2,156
Dr. Barbara Karuth-Zelle	2021	975	52	11	1	875	47	-	-	-	-	1,861	398	2,258
Appointed: 01/2021	2020	-	-	-	-	-	-	-	-	-	-	-	-	-
Dr. Klaus-Peter Röhler	2021	975	52	30	2	883	47	-	-	-	-	1,888	540	2,428
Appointed: 04/2020	2020	731	57	23	2	531	41	-	-	-	-	1,285	390	1,675
Iván de la Sota	2021	975	54	15	1	824	45	-	-	-	-	1,814	535	2,349
Appointed: 04/2018	2020	975	57	60	3	682	40	-	-	-	-	1,717	560	2,277
Giulio Terzariol	2021	975	52	20	1	875	47	-	-	-	-	1,870	565	2,435
Appointed: 01/2018	2020	975	58	18	1	700	41	-	-	-	-	1,694	556	2,250
Dr. Günther Thallinger	2021	975	53	2	-	875	47	-	-	-	-	1,852	548	2,400
Appointed: 01/2017	2020	975	58	2	-	700	42	-	-	-	-	1,678	535	2,212
Christopher Townsend	2021	975	51	53	3	875	46	-	-	-	-	1,903	412	2,315
Appointed: 01/2021	2020	-	-	-	-	-	-	-	-	-	-	-	-	-
Renate Wagner	2021	975	52	25	1	883	47	-	-	-	-	1,883	527	2,410
Appointed: 01/2020	2020	975	57	32	2	700	41	-	-	-	-	1,708	477	2,185
Dr. Andreas Wimmer	2021	244	52	2	-	226	48	-	-	-	-	472	51	522
Appointed: 10/2021	2020	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ For reasons of clarity, Jacqueline Hunt's complete remuneration in the financial year is reported here. Her pro-rated base salary for the period from 1 January to 30 September 2021 is 731 € thou. The pro-rated annual bonus amount for this time period is 503 € thou.

Compliance with the maximum remuneration principles on payouts for share-based remuneration in the financial year 2021

In the financial year 2021, the RSU tranches for the financial year 2016, allocated in March 2017, were paid out to Oliver Bäte, Sergio Balbinot and Jacqueline Hunt. According to the remuneration system applicable at the time of the allocation, the RSU payout is capped at 200% above the grant price. During the term of the AEI/RSU 2017 tranche, the decisive price of the Allianz share rose from € 165.55 to € 203.13. The increase, and therefore the payout, remained significantly below this cap.

Remuneration for the financial year

The following table shows the remuneration for the financial year. It contains the variable remuneration amounts resulting directly from the target achievement of the financial year: the payout amount of the annual bonus and the allocation amount of the LTI grant for the financial year.

Individual remuneration: 2021 and 2020

€ thou (total might not sum up due to rounding)

Board members		Fixed compensation				Variable short-term		Variable long-term		Other compensation		Total compensation	Pension service cost	Total
		Base salary		Perquisites		Annual bonus		Share-based compensation		€ thou	in % of TC			
Board members active in financial year		€ thou	in % of TC	€ thou	in % of TC	€ thou	in % of TC	€ thou	in % of TC	€ thou	in % of TC	€ thou	€ thou	€ thou
Oliver Bäte	2021	1,911	28	11	-	1,748	26	3,145	46	-	-	6,815	1,050	7,864
Appointed: 01/2008; CEO since 05/2015	2020	1,706	32	11	-	1,257	24	2,348	44	-	-	5,323	1,041	6,364
Sergio Balbinot	2021	975	27	91	3	892	25	1,605	45	-	-	3,563	467	4,030
Appointed: 01/2015	2020	975	31	74	2	713	23	1,345	43	-	-	3,107	472	3,578
Jacqueline Hunt	2021	975	34	14	1	673	23	1,211	42	-	-	2,874	344	3,217
Appointed: 07/2016; end of service 09/2021	2020	975	32	23	1	700	23	1,324	44	-	-	3,023	458	3,481
Dr. Barbara Karuth-Zelle	2021	975	28	11	-	875	25	1,574	46	-	-	3,435	398	3,833
Appointed: 01/2021	2020	-	-	-	-	-	-	-	-	-	-	-	-	-
Dr. Klaus-Peter Röhler	2021	975	28	30	1	883	25	1,589	46	-	-	3,478	540	4,018
Appointed: 04/2020	2020	731	32	23	1	531	23	1,017	44	-	-	2,302	390	2,692
Iván de la Sota	2021	975	30	15	-	824	25	1,483	45	-	-	3,298	535	3,832
Appointed: 04/2018	2020	975	32	60	2	682	23	1,290	43	-	-	3,007	560	3,567
Giulio Terzaroli	2021	975	28	20	1	875	25	1,574	46	-	-	3,444	565	4,009
Appointed: 01/2018	2020	975	32	18	1	700	23	1,322	44	-	-	3,016	556	3,572
Dr. Günther Thallinger	2021	975	28	2	-	875	26	1,574	46	-	-	3,426	548	3,974
Appointed: 01/2017	2020	975	33	2	-	700	23	1,322	44	-	-	3,000	535	3,535
Christopher Townsend	2021	975	28	53	2	875	25	1,574	45	-	-	3,477	412	3,889
Appointed: 01/2021	2020	-	-	-	-	-	-	-	-	-	-	-	-	-
Renate Wagner	2021	975	28	25	1	883	25	1,589	46	-	-	3,472	527	4,000
Appointed: 01/2020	2020	975	32	32	1	700	23	1,324	44	-	-	3,032	477	3,508
Dr. Andreas Wimmer	2021	244	28	2	-	226	26	407	46	-	-	879	51	929
Appointed: 10/2021	2020	-	-	-	-	-	-	-	-	-	-	-	-	-



Members who retired from the Board of Management in the reporting year

Jacqueline Hunt resigned from her office as member of the Board of Management with effect from 1 October 2021. The remuneration principles of the employment contract remain unchanged until the end of the employment contract as at 31 December 2022. For the sake of clarity, the amounts are therefore reported for the full financial year 2021 in the tables above.

Remuneration awarded and due in the financial year 2021 for former members of the Board of Management

The following table shows the components awarded and due to former members of the Board of Management in accordance with § 162 AktG in the financial year 2021, and their relative share of total remuneration. According to § 162 (5) AktG, the reporting is at individual employee level for up to 10 years after the end of the financial year in which the board member in question has ended their activity. Remuneration awarded and due totaling € 4 mn were awarded in the financial year 2021 to 13 members of the Board of Management that had left before this period.

Individual remuneration: 2021

€ thou (total might not sum up due to rounding)

Former members of the Board of Management	Share-based compensation		Pensions		Other compensation		Total
	€ thou	in % of total	€ thou	in % of total	€ thou	in % of total	
Dr. Christof Mascher (until 12/2020)	1,324	91	128	9	-	-	1,452
Dr. Axel Theis (until 03/2020)	1,481	84	292	16	-	-	1,773
Dr. Helga Jung (until 12/2019)	1,352	100	-	-	2	-	1,354
Dr. Dieter Wemmer (until 12/2017)	1,452	94	92	6	-	-	1,544
Dr. Werner Zedelius (until 12/2017)	1,452	76	467	24	-	-	1,919
Dr. Maximilian Zimmerer (until 12/2016)	1,495	64	858	36	-	-	2,353
Manuel Bauer (08/2015)	-	-	132	100	-	-	132
Michael Diekmann (04/2015)	-	-	658	100	-	-	658
Clement Booth (12/2014)	-	-	147	100	-	-	147
Dr. Paul Achleitner (05/2012)	-	-	337	100	-	-	337

Comparative presentation

The following overview compares the annual development of the remuneration of the members of the Board of Management, the average remuneration of the employees, and selected earnings parameters over the last five financial years.

The remuneration of the members of the Board of Management presented in the table corresponds to the total remuneration rewarded and due in the respective financial year. The earnings development is shown using the two key performance indicators for the Group's financial target achievement – operating profit and net income, as well as net income as reported in the individual financial statements of Allianz SE. The workforce of the German companies of the Allianz Group is used to present the average employee remuneration on the basis of full-time equivalents.

It must be noted with regard to the Board of Management remuneration from 2017 to 2018 that the payout for the mid-term bonus (MTB) for 2016-2018 is reported in the financial year 2018. The year-on-year change in Sergio Balbinot's remuneration in 2020 is largely attributable to the fact that he received a payout from the share-based compensation for the first time in this year. Jacqueline Hunt received the share-based compensation for the first time in the financial year 2021. The significant change from 2020 to 2021 in Dr. Klaus-Peter Röhler's remuneration is explained by the fact that he joined the Board of Management during the year, so the remuneration reported for 2020 is pro rata only.



Remuneration awarded and due to former members of the Board of Management for the financial years following their departure comprises mainly pension payments, share-based compensation payouts and other remuneration.

Comparative presentation

Financial year	Development of Board of Management compensation, profit and average compensation of employees								
	2017	Change 2017 to 2018 in %	2018	Change 2018 to 2019 in %	2019	Change 2019 to 2020 in %	2020	Change 2020 to 2021 in %	2021
Board of management compensation in € thou									
Board members active in financial year									
Oliver Bäte	4,361	121	9,634	(47)	5,058	6	5,350	11	5,912
Sergio Balbinot	1,704	181	4,793	(58)	2,030	80	3,644	(5)	3,453
Jacqueline Hunt (end of service 09/2021)	1,691	145	4,135	(52)	1,967	(14)	1,699	39	2,357
Dr. Barbara Karuth-Zelle	-	-	-	-	-	-	-	-	1,861
Dr. Klaus-Peter Röhler	-	-	-	-	-	-	1,285	47	1,888
Iván de la Sota	-	-	1,967	(7)	1,833	(6)	1,717	6	1,814
Giulio Terzaroli	-	-	2,622	(26)	1,946	(13)	1,694	10	1,870
Dr. Günther Thallinger	1,609	122	3,568	(46)	1,926	(13)	1,678	10	1,852
Christopher Townsend	-	-	-	-	-	-	-	-	1,903
Renate Wagner	-	-	-	-	-	-	1,708	10	1,883
Dr. Andreas Wimmer (appointed: 10/2021)	-	-	-	-	-	-	-	-	472
<i>Former members</i>									
Dr. Christof Mascher (end of service 12/2020)	3,854	55	5,989	(44)	3,356	(2)	3,285	(56)	1,452
Niran Peiris (end of service 12/2020)	-	-	2,662	(35)	1,730	(13)	1,507	-	-
Dr. Axel Theis (end of service 03/2020)	1,662	185	4,729	(58)	1,988	21	2,405	(26)	1,773
Dr. Helga Jung (end of service 12/2019)	3,279	93	6,313	(50)	3,135	(54)	1,428	(5)	1,354
Dr. Dieter Wemmer (end of service 12/2017)	3,505	6	3,724	(56)	1,655	15	1,902	(19)	1,544
Dr. Werner Zedelius (end of service 12/2017)	3,337	22	4,083	(35)	2,640	(14)	2,268	(15)	1,919
Profit development in € billion									
Operating profit	11.10	4	11.51	3	11.86	(9)	10.75	25	13.40
Net income attributable to shareholders	6.80	10	7.46	6	7.91	(14)	6.81	(3)	6.61
Net income acc. AZ SE financial statement	3.67	46	5.36	(14)	4.60	-	4.61	16	5.35
Average employee compensation in € thou									
Average compensation based on full-time equivalent	85	(2)	83	4	86	(6)	81	4	84

Outlook for 2022

New board members

Effective 1 January 2022, Sirma Boshnakova was appointed to the Board of Management. Her remuneration has been set at the same level as the other regular members of the Board of Management.

Individual contribution factor (ICF) structure

In determining the targets for 2022, even greater account was taken of the increased importance of sustainability issues. In addition to group-wide sustainability targets, individual environmental, social and governance targets were set for each member of the Board of Management for their respective areas of responsibility.

In order to take better account of this when assessing the target achievement, the individual contribution factor was also restructured with effect from 1 January 2022.



In the future, the ICF will comprise three categories, namely the Group's financial targets, the strategic priorities, and the sustainability targets, which are described in detail. The new structure of the individual contribution factor will be explained in detail in the remuneration report for the financial year 2022.

Remuneration of the Allianz SE Supervisory Board

The remuneration of the Supervisory Board is governed by the Statutes of Allianz SE and the German Stock Corporation Act. The structure of the Supervisory Board's remuneration is regularly reviewed with regard to its compliance with German, European, and international corporate governance recommendations and regulations.

Remuneration principles

- The set total remuneration reflects the scale and scope of the duties of the members of the Board of Management, and is appropriate to the company's activities, and business and financial situation. The contribution to the long-term development of the company by the monitoring activity of the Supervisory Board is also reflected.
- The remuneration structure takes into account the individual functions and responsibilities of Supervisory Board members, such as chair, vice chair, or committee mandates.
- The remuneration structure allows proper oversight of business as well as independent decisions on executive personnel and remuneration.
- In view of the size, complexity and the Allianz Group's long-term performance, the level of the remuneration for the Supervisory Board is based on the upper quartile of the Supervisory Board remuneration of the companies reported in the DAX.

Remuneration structure and components

The remuneration for the Supervisory Board of Allianz SE provides for a fixed remuneration. Supervisory Board members who had only served on the Supervisory Board during part of the financial year receive one twelfth of the remuneration for each month of service commenced. This shall apply accordingly for membership of Supervisory Board committees.

The Supervisory Board's Remuneration System was presented to the Annual General Meeting of Allianz SE on 5 May 2021 for approval. The inclusion of remuneration for members of the Nomination Committee was also proposed. The remuneration is set at € 25 thou for the Chairperson and € 12.5 thou for a regular member, which is half of the usual committee remuneration. This remuneration takes into account the increased tasks in the selection of suitable candidates for the election of shareholder representatives on the Supervisory Board as well as the increased selection frequency due to the proposed shortening of the term of office of shareholder representatives on the Supervisory Board from five to four years.

In the financial year 2021, the Supervisory Board also set up a Sustainability Committee, to closely monitor the sustainability strategy of the Board of Management, in particular. The remuneration was proposed at the usual committee remuneration level of € 50 thou for the Chairperson and € 25 thou for a regular member.

The Annual General Meeting approved these proposals with a majority of 97.56%.



Fixed annual remuneration

The remuneration of a Supervisory Board member consists of a fixed cash amount paid pro rata temporis after the end of the respective quarter of the business year for services rendered over that period. In 2021, each regular Supervisory Board member received a fixed compensation amounting to € 125 thou per year. The Chairperson received € 250 thou, each Vice Chairperson received € 187.5 thou.

Committee-related remuneration

The Chairperson and members of the Supervisory Board committees receive additional committee-related remuneration. The committee-related remuneration is as follows:

FIXED ANNUAL REMUNERATION							
Chairperson € 250 thou	Vice Chairperson € 187.5 thou				Regular member € 125 thou		
COMMITTEE-RELATED REMUNERATION							
	Audit Committee	Personnel Committee	Risk Committee	Standing Committee	Technology Committee	Nomination Committee	Sustainability Committee
Chairperson	€ 100 thou			€ 50 thou			€ 25 thou
Regular member	€ 50 thou			€ 25 thou			€ 12.5 thou

Attendance fees and expenses

In addition to the fixed and committee-related remuneration, members of the Supervisory Board receive an attendance fee of € 1,000 for each Supervisory Board or committee meeting they attend. Should several meetings be held on the same or consecutive days, the attendance fee will only be paid once. In addition, the Supervisory Board members are reimbursed for their out-of-pocket expenses and the VAT payable on their Supervisory Board service. The company provides insurance coverage and technical support to the Supervisory Board members to an extent reasonable for carrying out their Supervisory Board duties.

Remuneration awarded and due

The following table shows the remuneration awarded and due in accordance with § 162 AktG. It comprises the fixed remuneration, committee remuneration and attendance fees as well as their relative share of the total remuneration.

Individual remuneration: 2021 and 2020

€ thou (total might not sum up due to rounding)

Members of the Supervisory Board		Fixed remuneration		Committee remuneration		Attendance fees		Total remuneration	Committees ¹								
		€ thou	in % of total	€ thou	in % of total	€ thou	in % of total		€ thou	A	N	P	R	S	T	SU	
Members active in financial year																	
Michael Diekmann	2021	250.0	47	272.9	51	8.0	2	530.9	M	C	C	C	C	M	M		
(Chairperson)	2020	250.0	51	225.0	46	11.0	2	486.0	M	C	C	C	C	M			
Jim Hagemann Snabe	2021	187.5	68	87.5	32	1.0	-	276.0		M			M	C			
(Vice Chairperson)	2020	187.5	70	75.0	28	4.0	2	266.5		M			M	C			
Gabriele Burkhardt-Berg	2021	187.5	72	72.9	28	1.0	-	261.4			M			M	M		
(Vice Chairperson)	2020	187.5	78	50.0	21	3.0	1	240.5			M			M			
Sophie Boissard	2021	125.0	62	72.9	36	3.0	1	200.9	M								M
	2020	125.0	70	50.0	28	3.0	2	178.0	M								
Christine Bosse	2021	125.0	60	83.3	40	1.0	-	209.3		M		M					C
	2020	125.0	82	25.0	16	3.0	2	153.0		M		M					
Dr. Friedrich Eichiner	2021	125.0	45	150.0	54	3.0	1	278.0	C			M		M			
	2020	125.0	44	150.0	53	6.0	2	281.0	C			M		M			
Jean-Claude Le Gooër	2021	125.0	62	75.0	37	3.0	1	203.0	M				M				
	2020	125.0	62	75.0	37	3.0	1	203.0	M				M				
Martina Grundler	2021	125.0	71	50.0	28	1.0	1	176.0	M								
	2020	125.0	70	50.0	28	4.0	2	179.0	M								
Herbert Hainer	2021	125.0	71	50.0	28	1.0	1	176.0			M		M				
	2020	125.0	69	50.0	28	5.0	3	180.0			M		M				
Godfrey Robert Hayward	2021	125.0	83	25.0	17	-	-	150.0				M					
	2020	125.0	82	25.0	16	2.0	1	152.0				M					
Frank Kirsch	2021	125.0	72	47.9	28	1.0	1	173.9				M					M
	2020	125.0	81	25.0	16	4.0	3	154.0				M					
Jürgen Lawrenz	2021	125.0	71	50.0	28	1.0	1	176.0					M	M			
	2020	125.0	70	50.0	28	4.0	2	179.0					M	M			
Total	2021	1,750.0	62	1,037.5	37	24.0	1	2,811.5	-	-	-	-	-	-	-	-	-
	2020	1,750.0	66	850.0	32	52.0	2	2,652.0	-	-	-	-	-	-	-	-	-

Legend: C = Chairperson of the respective committee, M = Member of the respective committee

1_Abbreviations: A = Audit, N = Nomination, P = Personnel, R = Risk, S = Standing, T = Technology, SU = Sustainability



Comparative presentation

The following overview compares the annual development of the remuneration of the members of the Supervisory Board, the average remuneration of the employees, and selected earnings parameters over the last five financial years. The remuneration of the members of the Supervisory Board presented in the table corresponds to the total remuneration awarded and due in the respective financial year.

The earnings development is shown using the two key performance indicators for the Group's financial target achievement – operating profit and net income as well as net income as reported in the individual financial statements of Allianz SE. The workforce of the German companies of the Allianz Group is used to present the average employee remuneration on the basis of full-time equivalents.

Comparative presentation

Comparative information	Development of Supervisory Board compensation, profit and average compensation of employees								
	2017	Change 2017 to 2018 in %	2018	Change 2018 to 2019 in %	2019	Change 2019 to 2020 in %	2020	Change 2020 to 2021 in %	2021
Supervisory Board compensation in € thou									
Active members in financial year									
Michael Diekmann	257.0	88	484.0	-	484.0	-	486.0	9	530.9
Jim Hagemann Snabe	194.5	38	268.5	-	268.5	(1)	266.5	4	276.0
Gabriele Burkhardt-Berg	137.1	48	202.8	20	243.5	(1)	240.5	9	261.4
Sophie Boissard	97.1	88	183.0	1	184.0	(3)	178.0	13	200.9
Christine Bosse	132.8	17	156.0	-	156.0	(2)	153.0	37	209.3
Dr. Friedrich Eichiner	192.7	47	283.0	-	284.0	(1)	281.0	(1)	278.0
Jean-Claude Le Gooër	-	-	83.5	150	209.0	(3)	203.0	-	203.0
Martina Grundler	145.3	26	183.0	(1)	182.0	(2)	179.0	(2)	176.0
Herbert Hainer	96.4	89	182.0	(1)	181.0	(1)	180.0	(2)	176.0
Godfrey Robert Hayward	83.0	88	156.0	-	156.0	(3)	152.0	(1)	150.0
Frank Kirsch	-	-	52.0	200	156.0	(1)	154.0	13	173.9
Jürgen Lawrenz	137.8	31	181.0	-	181.0	(1)	179.0	(2)	176.0
Former members									
Rolf Zimmermann (end of service 08/2018)	196.2	(17)	162.3	-	-	-	-	-	-
Jean-Jacques Cette (end of service 07/2018)	145.3	(28)	105.1	-	-	-	-	-	-
Dante Barban (end of service 05/2017)	53.0	-	-	-	-	-	-	-	-
Dr. Wulf Bernotat (end of service 05/2017)	106.4	-	-	-	-	-	-	-	-
Prof. Dr. Renate Köcher (end of service 05/2017)	52.2	-	-	-	-	-	-	-	-
Dr. Helmut Perlet (end of service 05/2017)	152.2	-	-	-	-	-	-	-	-
Profit development in € billion									
Operating profit	11.10	4	11.51	3	11.86	(9)	10.75	25	13.40
Net income attributable to shareholders	6.80	10	7.46	6	7.91	(14)	6.81	(3)	6.61
Net income acc. AZ SE financial statement	3.67	46	5.36	(14)	4.60	-	4.61	16	5.35
Average employee compensation in € thou									
Average compensation based on full-time equivalent	85	(2)	83	4	86	(6)	81	4	84

Remuneration for mandates in other Allianz companies and for other functions

Mr. Jürgen Lawrenz did not receive any remuneration for his service on the Supervisory Board of Allianz Technology SE. All current employee representatives of the Supervisory Board, except for Ms. Martina Grundler, are employed by Allianz Group companies and receive market-based remuneration for their services.



Auditor's report on the remuneration report

To Allianz SE, Munich

Auditor's report

We have audited the remuneration report of Allianz SE, Munich, for the financial year from 1. January to 31. December 2021 including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktiengesetz: German Stock Corporation Act].

Responsibilities of the executive directors and the supervisory board

The executive directors and the supervisory board of Allianz SE are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. The executive directors and the supervisory board are also responsible for such internal control as they determine is necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Auditor's responsibilities

Our responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts including the related disclosures stated in the remuneration report. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatement of the remuneration report including the related disclosures, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report including the related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the executive directors and the supervisory board, as well as evaluating the overall presentation of remuneration report including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit opinion

In our opinion, based on the findings of our audit, the remuneration report for the financial year from 1. January to 31. December 2021, including the related disclosures, complies in all material respects with the accounting provisions of § 162 AktG.



Reference to an other matter – formal audit of the remuneration report according to § 162 AktG

The audit of the content of the remuneration report described in this auditor's report includes the formal audit of the remuneration report required by § 162 Abs. [paragraph] 3 AktG, including the issuance of a report on this audit. As we express an unqualified audit opinion on the content of the remuneration report, this audit opinion includes that the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report.

Restriction on use

We issue this auditor's report on the basis of the engagement agreed with Allianz SE. The audit has been performed only for purposes of the company and the auditor's report is solely intended to inform the company as to the results of the audit. Our responsibility for the audit and for our auditor's report is only towards the company in accordance with this engagement. The auditor's report is not intended for any third parties to base any (financial) decisions thereon. We do not assume any responsibility, duty of care or liability towards third parties; no third parties are included in the scope of protection of the underlying engagement. § 334 BGB [Bürgerliches Gesetzbuch: German Civil Code], according to which objections arising from a contract may also be raised against third parties, is not waived.

Munich, 21 February 2022

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Richard Burger
Wirtschaftsprüfer
(German Public Auditor)

Frank Trauschke
Wirtschaftsprüfer
(German Public Auditor)

