

# Diversity, Equity and Inclusion at Allianz Group



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## Foreword


# We care for tomorrow

I am happy to present our first global Allianz Group Booklet for Diversity, Equity and Inclusion (DEI) in which we describe our DEI journey, i.e., where we are coming from, where we currently stand and where we are headed with our self-set targets and ambitions for the future.

What has always felt like the right thing to do, has long been proven by studies: Diversity is a valuable asset for most companies. Diverse teams create better results show higher resilience, are more innovative and more productive – provided they can act in an environment, in which each and every one can be themselves and their unique views are appreciated. As a result, diverse teams ultimately also create better solutions for our equally diverse customer base. Our DEI at Allianz Group Booklet offers insights into our inclusive workplace culture and demonstrates the importance of DEI to Allianz.

DEI plays an increasingly important role, as we observe a rising interest from our employees, customers and investors in a more holistic view of companies' health. DEI has become a key factor for investment and purchase decisions, but also in choosing an employer. At Allianz, we always strive to live up to our aspiration to be a trusted partner to all our stakeholders and are proud to create transparency on quantitative and qualitative aspects of DEI at Allianz through this booklet. Allianz has built its DEI strategy on the three key pillars: Employees, Customers and Stakeholder Trust. The Employee pillar is the focus of this booklet.

DEI is deeply rooted in our Employer Value Proposition 'We care for tomorrow' and reflected in our employees' lifecycle journey: from individual development to career mobility, and lifelong learning offers for all our employees worldwide, with opportunities to get engaged in shaping a future that is safe, inclusive and sustainable. We embrace inclusion and diversity, so everyone can bring their whole self to work, which is a key element to attract talent and remain an employer of choice. The diversity of our workforce is a key driver on the journey of fulfilling our ambition to become the top employer in the financial services industry.



"We know it is hard to change what we don't measure, and we want to push ourselves as a company to be inclusive, to celebrate our diversity."

**Renate Wagner**

Member of the Board of Management at Allianz SE

01

# Our commitment to DEI

## 01.1 Our DEI strategy and impact

Allianz has been working hard to secure people's lives and give courage to people for what's ahead since 1890. Our purpose, **'We secure your future'** is a constant reminder that we strive to do it right – with passion, every day, because we know how important it is to have a fair partner at your side who provides solid and sustainable solutions.

Our Diversity, Equity and Inclusion (DEI) strategy is closely linked to our purpose: Through our DEI strategy we are committed to provide innovative and sustainable solutions for our global workforce, our diverse customers, and other stakeholders. Our DEI strategy is therefore shaped around the three pillars **Employees, Customers** and **Stakeholder Trust**.

Our purpose

**We secure your future**

Our internal strategic priorities

Drive gender balance, disability inclusion, cultural, generational and LGBTQ+ diversity

Integrate DEI practices into our core business

Build our trust through strong DEI practices

Our pillars

**Employees**

We build conditions for a diverse, inclusive and innovative workforce to develop and contribute, integrating diversity into our talent strategy

**Customers**

We leverage our diversity as a competitive advantage for product design and brand communication

**Stakeholder Trust**

We actively position Allianz as a DEI leader through public commitment and awards recognition

## 01.1 Our DEI strategy and impact

### Employees

As an employer, Allianz is dedicated to creating an inclusive workplace with equal opportunities for all and shaping a diverse workforce with regard to gender balance, disability, nationalities/ethnicities, generations and LGBTQ+ globally as well as social diversity, locally in respective markets.

**Impact on Employee Engagement:** In our annual Allianz Employee Engagement Survey (AES), we collect comprehensive **feedback from our employees on 12 dimensions with a high response rate of 84% in 2022**. One dimension is dedicated to DEI, which shows a positive correlation with Employee Engagement and highlights the impact Allianz has as an inclusive employer. Our record AES results are also reflected in DEI items, e.g., **89% of our employees agree 'I feel our company values diversity (e.g., age, gender, disability, nationality/ethnicity, sexual orientation, language, education qualifications)' outperforming the market benchmark by 2% pts.**

# 89%

of employees agree  
**Allianz values diversity**

### Customers

As a financial services provider, Allianz aims to create solutions and products that are tailored to individual needs of customers, reflecting their diverse needs and ensuring accessibility to both our products and services.

**Impact on customer loyalty:** The loyalty of our more than 122 million customers worldwide in 70 different countries is one of our top priorities. We use the globally recognized Net Promoter Score (NPS) as the key metric for measuring customer loyalty through customers' willingness to recommend Allianz. Analysis showed that our NPS is also driven by the recent higher engagement of our diverse workforce. In the 2022 NPS, **Allianz was ranked as Loyalty Leader in 58% of the measured insurance segments**, significantly outperforming the market NPS. Our analysis showed that NPS is highly correlated with engagement.

# NPS

is driven by higher engagement  
of our diverse workforce

### Stakeholder Trust

As a global organization, Allianz is committed to acting responsibly and not only earn, but maintain trust of our stakeholders.

**Impact on Stakeholder Trust:** As most recent global research from Edelman suggests, employers are the most trusted institutions and the fact that Allianz is considered to be the most trusted international insurance company is a significant accomplishment.

Since Stakeholder Trust plays an increasingly important role for us, we have initiated the Allianz Proprietary Trust Survey. We use this tool to measure trust and key drivers for trust in our brand, based on feedback from the Insurance Interested Population, i.e., talent, customers, investors and other stakeholders. In 2022, **52% of respondents told us their knowledge of Allianz's DEI initiatives increased their trust in Allianz**, which confirms our strong focus on DEI initiatives.

# 52%

say knowledge of DEI initiatives  
**increases their trust in Allianz**

## 01.2 Our 2024 DEI targets and ambitions

To ensure continuous efforts, progress and the sustainable positive impact of DEI, Allianz has defined clear DEI targets and ambitions to be fulfilled by 2024 which are anchored in our DEI Strategy and refer to the following five DEI dimensions: gender, disabilities, nationalities/ethnicities, generations and LGBTQ+.

### Gender

Numeric global targets:

30%

Women in **AZ Global Executive** positions

30%

Women in **AZ Senior Executive** positions

40%

Women in **AZ Executive** positions

50%

Women in all **Talent Pools**

### Disabilities

Country-specific ambition:

13

It is our ambition to **fulfill local disability country quotas** where existing, currently in 13 countries

### Generations

Global ambition:

25%  
under  
35  
years

We aim to have a balanced generational representation where **at least 25% of our workforce is younger than 35 years**

### Nationalities/Ethnicities

Global ambition:

≥2

We aim to have **at least two nationalities or ethnicities** represented on all Boards of Management<sup>1</sup>

### LGBTQ+

Global ambition:

80%

We aim to reach **80% of our global workforce** with access to local LGBTQ+ networks

1. Definition of Boards of Management can vary based on local legal definitions of 'Boards'. At Allianz Group, we have identified 21 OEs that qualify as having Management Boards in place.

## 01.3 DEI commitment of our Board and leadership team

Strategy, ambitions and targets showcase good intention, but commitment, accountability and endorsement are crucial to creating impact.

Therefore, our **strategy and DEI targets/ambition mentioned above are signed off by our Allianz SE Board of Management**. Furthermore, DEI is part of the performance targets of the Allianz SE Board of Management. Developments on all dimensions and respective KPIs are reported to the Board of Management on a semi-annual basis, for gender balance even quarterly.

To ensure consistency with the global DEI agenda, DEI targets are also linked to the targets of CEOs and Board Members of our Operating Entities (OEs) in Allianz Group, not solely Allianz SE Board of Management.

In addition to the Board of Management, our **Global Inclusion Council (GIC)**, which has been in place since 2007 and is chaired by Renate Wagner – member of Allianz SE Board of Management and responsible for People and Culture topics, plays a crucial role in driving initiatives to achieve our targets and ambitions as well as

integrating DEI into the business and monitoring progress. **The GIC consists of 23 Allianz senior management members from OEs and leads of our five global DEI employee networks, next to Allianz Group Center representatives.** In this setup, our GIC is well equipped to actively set the global DEI agenda and is responsible to deliver against set DEI targets/ambitions by developing innovative ideas, sharing feedback on progress from various regions and areas of business, promoting achievements and by sharing best practices across the organization.



## 01.4 Our DEI team around the globe

Apart from our top management, three different teams are responsible for driving DEI across Allianz Group globally on an operational level: our Global DEI team, our Employee Networks, and our worldwide DEI community.

### 1. The Global DEI team

The Global DEI team is based at Allianz SE headquarters in Group People and Culture and works closely with top management, local DEI leaders as well as employee networks. Responsibilities include defining the global DEI strategy as well as priorities/focus areas by observing market trends and employee needs; designing global DEI policies, programs/products and global communication; and monitoring and reporting progress on global DEI



By driving diversity of minds through representatives from different generations, gender, nationalities and backgrounds, we can cater to an equally diverse customer base. This supports to position Allianz as a DEI leader.”



**Angelika Inglsperger**  
Group Head, People & Strategy  
at Allianz SE

KPIs. The team recommends targets and ambitions to the Board of Management and is accountable for delivering on these targets by, for instance, best practice sharing.

### 2. Employee networks

Our **five global Allianz employee networks** drive DEI topics bottom-up, reflecting our five different DEI dimensions: NEO (gender), Beyond (disabilities), GRACE (nationalities/ethnicities), Engage (generations) and Pride (LGBTQ+).

Our employee networks connect colleagues and allies, who share experiences, and are sponsored by senior management from the business. The 45+ dedicated Employee Network Global Board members and 60+ local employee networks at various entities throughout Allianz play a key role shaping an even more inclusive workplace. The networks leverage the collective voice of our global workforce to express needs and preferences for an even more inclusive environment and culture. They also support implementation and promotion of DEI activities/initiatives through personal experience, expertise or network, e.g., for development of educational material or providing direction through first-hand customer insights.

**60+**  
local employee networks  
in place at Allianz Group

Gender

**Allianz NEO**

Disabilities

**Allianz Beyond**

Nationalities/Ethnicities

**Allianz GRACE**

Generations

**Allianz Engage**

LGBTQ+

**Allianz Pride**

## 01.4 Our DEI team around the globe



### 3. Worldwide DEI Community

Lastly, **our DEI Community, which consists of 50 full time local DEI experts<sup>1</sup>**, is in particular responsible for delivering against any local DEI targets or ambitions and supports the implementation of our global DEI strategy in OEs across the Allianz Group. Additional responsibilities include integrating the global DEI strategy into the business to deliver on DEI targets/ambitions locally; defining the local focus areas and key initiatives; monitoring and reporting of local progress and data; training and upskilling OE employees and managers and ensuring compliance with local legislation.

**50**  
full time local DEI experts<sup>1</sup>  
support the implementation  
of our global DEI strategy  
across Allianz Group

<sup>1</sup> 50 FTE is the full-time equivalent. Since time allocated to DEI topics is not always 100% (employee network leads, local experts, allies, etc.), the actual headcount is significantly higher.

02

# Board composition



## 02 Board composition

Allianz is a leading financial services provider. Our **159,253** people in more than **70** countries around the world serve more than **122** million customers across the globe. Since our Allianz SE Board of Management acts as a role model for the rest of the organization, a diverse composition of our Board of Management that reflects the diversity of the entire workforce is a high priority.

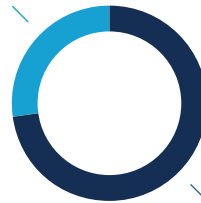


Our Group CEO, Oliver Bäte, was recognized as 'Personality of the Year' in Beyond Gender Agenda's German Diversity Award 2022. This is a strong testament to Allianz's unwavering engagement and the commitment of our Group CEO to DEI.

### Composition of the Allianz SE Board of Management

#### Gender

**27%** women



**73%** men

#### Nationalities/Ethnicities

**6** nationalities



Age range **48** to **64** years

#### Generations

Our strong focus and DEI efforts are recognized both internally and externally and Allianz is very proud to be a DEI leader in key rankings and listings – with three highlights in 2022 being:



Placed **#1** in Insurance in the prestigious **Refinitiv Global D&I Index**



Listed in the **Bloomberg Gender Equality Index** for the **7th** consecutive year



Ranked **#1** in the **German Diversity Index**

03

# Our DEI dimensions

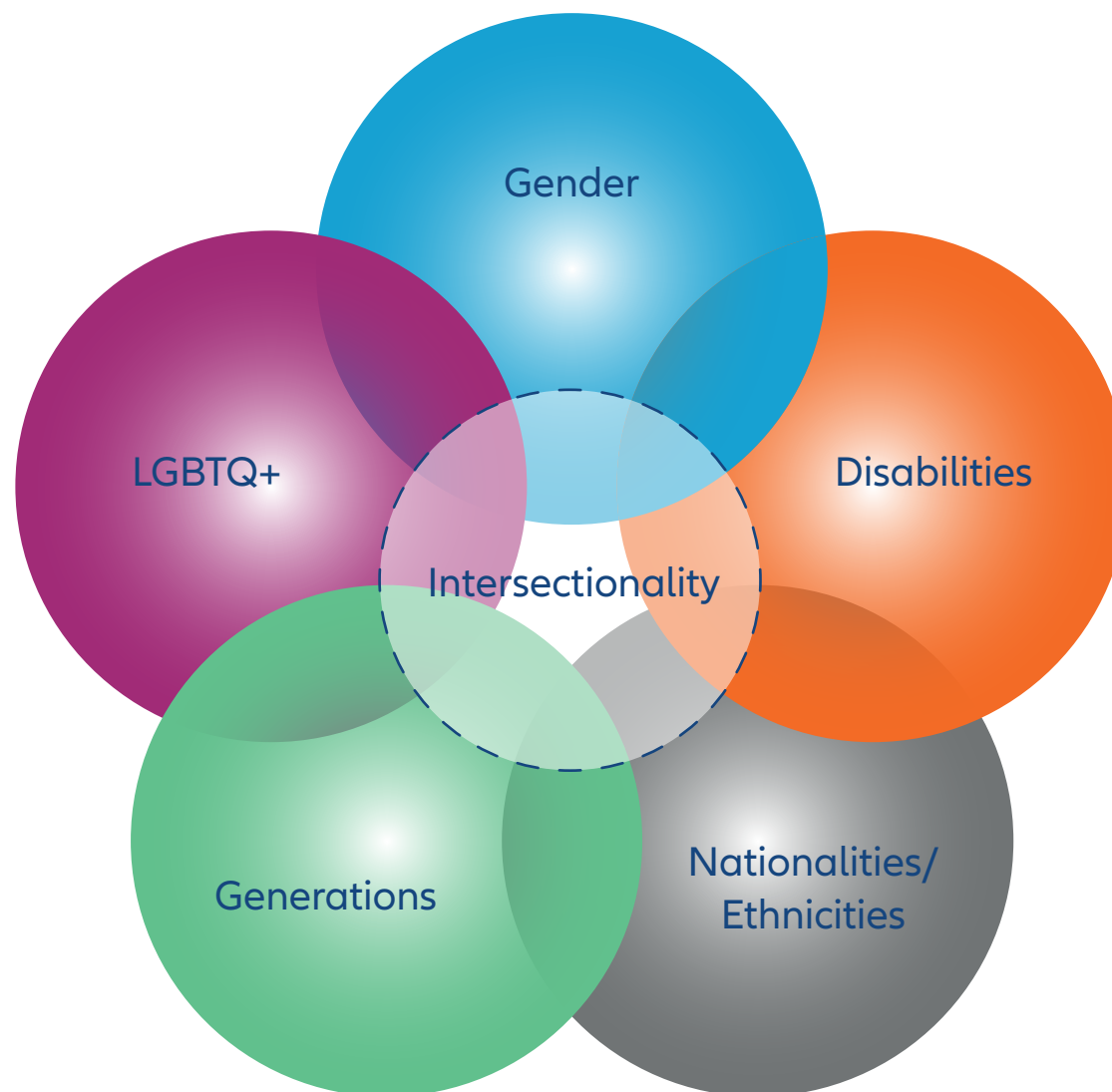
## 03 Our DEI dimensions

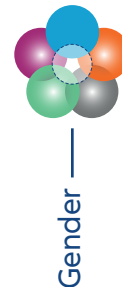
Across our five DEI dimensions we strive to ensure equal opportunities throughout the entire employee lifecycle – from talent attraction and onboarding to learning and development or transition into retirement. Looking at possible sources of diversity, we have established five dimensions which we consider in our DEI strategy, targets and ambitions.

- Gender
- Disabilities
- Nationalities/Ethnicities
- Generations
- LGBTQ+

All intersecting: Intersectionality

In addition to our five DEI dimensions that are applicable across all markets and regions, we also consider **Social Diversity**, i.e., the socioeconomic background, which has the potential to impact access to education and career opportunities. External market research indicates that family background, economic status and educational background are very specific to local norms receiving different levels of attention. Therefore, we support social diversity of our workforce, for example through university partnerships or scholarships as well as mentoring programs with potential entry-level candidates. Internally, Social Diversity is a pioneer topic specific to selected markets, which we will continue to expand in the future.





## 03.1 Gender

At Allianz, we are committed to **equal opportunities for all, regardless of gender.**

We already have gender parity in our workforce and have set targets to drive gender balance in leadership positions by the end of 2024.



Gender



## 03.1 Gender

### a) As-is gender representation at Allianz

The figures below illustrate Allianz's commitment to gender equality and balance. To further increase the share of the underrepresented gender in leadership positions, as outlined below, a number of measures are in place and effectiveness is closely monitored.

#### As-is representation

**42%**

Women in the **Allianz SE Supervisory Board**  
(33% in 2021)

**26%**

Women in **AZ Senior Executive** positions  
(25% in 2021)

**27%**

Women in the **Allianz SE Board of Management**  
(20% in 2021)

**34%**

Women in **AZ Executive** positions  
(33% in 2021)

**32.4%**

Women in **Top Management** (Executive Positions)<sup>1</sup>  
(31.6% in 2021)

**42%**

Women in all **Talent Pools**  
(43% in 2021)

**24%**

Women in **AZ Global Executive** positions  
(25% in 2021)

### b) Our 2024 targets to drive gender balance

Allianz has always been a strong supporter of equal opportunities regardless of gender and we have defined numeric targets to strengthen gender balance in leadership:

#### Numeric global targets

**30%**

Women in **AZ Global Executive** positions

**30%**

Women in **AZ Senior Executive** positions

**40%**

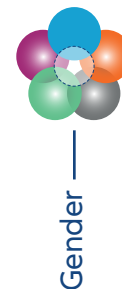
Women in **AZ Executive** positions

**50%**

Women in **Talent Pools**

- Pursuant to paragraph 16 (2) German SE Implementation Act ('SE-Ausführungsgesetz – SEAG'), since 1 August 2022 it has to be ensured that the **Board of Management** includes at least one female and at least one male member when appointing members to the Board of Management. This legal requirement is met by the current Board of Management of Allianz SE. As at 31 December 2022, the proportion of **women on the Board of Management was 27.3%**. Since 1 January 2023, the proportion of **women on the Board of Management has been 33.3%**.
- Pursuant to paragraph 17 (2) SEAG, as of 1 January 2016, the share of women and men among the members of the **Supervisory Board** of Allianz SE has to be at least 30% each. The Supervisory Board currently in office fulfills this requirement as it **includes five women (41.7%) and seven men (58.3%)**.

<sup>1</sup> Top Management includes all executive positions.

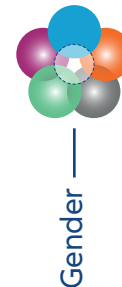


## 03.1 Gender

### c) Our key initiatives

We address gender bias and ensure equal treatment and opportunities for all employees along all major employee lifecycle stages:





## 03.1 Gender



### Talent acquisition

At Allianz, we implement a variety of support measures along the entire candidate journey **to ensure fair and unbiased attraction and recruiting processes** across Allianz Group globally.

On Allianz's global career website almost all images show actual Allianz employees representing diverse backgrounds. At the same time, we showcase detailed employee stories on our dedicated DEI landing page.<sup>1</sup> Data shows that we almost have an equal number of female to male visitors. 48% of all website visitors in 2022 were female, 52% were male.<sup>2</sup>

Furthermore, **our job ads<sup>3</sup> include a diversity statement promoting Allianz as an equal opportunity employer.**

On top, an AI-based software supports our recruiters to write the job descriptions in an inclusive way highlighting words

and terms that are considered exclusive and proposing inclusive alternatives. Besides job advertisements for actual vacancies, we strategically build talent pools for both scarce profiles as well as special target groups such as Para athletes and Para Olympians.<sup>4</sup> Currently, 174 athletes, including 31 Para athletes, from 50 nations such as Germany, Australia, Greece, Brazil, Turkey, Italy, Ireland, Egypt, Mexico, Netherlands are registered, and recruiters from all Allianz entities can access this pool to get in touch.

For both hiring managers and recruiters alike we offer unconscious bias e-learnings. Global functional guidelines set a framework to promote having gender-balanced short-lists for staffing both internal and external positions.



### Talent management

We are committed to gender balance in the **talent pipeline**. To ensure equal opportunities for all, we drive **gender-balanced nominations** for our global and local leadership and functional development programs on all levels. Aiming for diverse potential pools, all other diversity dimensions are also considered through the nomination process. We aim for **gender-balanced succession plans with at least one woman and one man** to be included in all executive succession plans as well as different nationalities in order to close any gaps.

With the objective of enabling the next career step, we have a sponsorship program **#SheLeads**, which was initiated in 2011 and redesigned in 2018, carrying the name #SheLeads ever since.

Having won the Rise and Lead Award for Balanced Leadership, the program is recognized as setting a standard for effective gender balance via sponsorship, peer coaching, and learning sessions with our alumni community. It enables our female leaders to make their next career move. After completion, the participants become mentors and sponsors themselves. In 2022, the program ran with 35 participants representing 23 OEs and 20 countries.

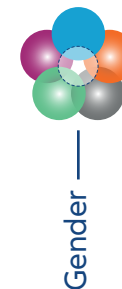
In addition, across our entities, we have various **mentorship programs** in place specifically for women who need support with career progression or are ready to take on a new leadership challenge. Women employees can sign up for the mentorship program via our internal portal and are invited to directly contact a mentor if they are interested in an exchange.

1 Allianz careers DEI webpage

2 Source: Google Analytics

3 Allianz careers webpage

4 Athlete talent pool



## 03.1 Gender



### Benefits

Allianz offers a variety of benefits to support employees in handling and balancing their personal and professional lives, one area of focus being support of parents and/or caretakers. One benefit that applies to all employees, is the offer of **flextime, part-time and remote working** options – provided the needs of the business can be met through alternative work arrangements or our New Ways of Working.

For parents, Allianz offers **parental leave** for the primary caregiver in addition to the legally required minimums and 75% of our workforce is also offered paid parental leave for the non-primary

caregiver, exceeding legally required minimums. As we strive to become the top employer in the financial services industry, we continuously explore opportunities to extend parental leave options. Allianz also supports employees **before, during and after** long-time (e.g., parental) leave, through, formal good-bye conversations with line managers, stay in touch programs or phased return options (part-time). In addition, many OEs and Allianz locations offer **day-care facilities, agreements with external partners, or support with childcare**, which is specifically aimed at supporting working parents.



### Learning and development

To promote gender equality and eliminate discrimination in all our people processes, we have **gender inclusive language guidelines** in place and offer **DEI trainings** to all our employees and managers regarding **gender sensitivity, inclusive communication, unconscious bias, and anti-harassment**.

Our **Allianz DEI Guidelines** describe our rationale for diversity, equity and inclusion and how we foster diversity in all its forms. The target of our guidelines is to ensure across our OEs and functions, that there is no discrimination for reason of gender, age, sexual orientation, nationality/ethnicity, physical or mental abilities, religion, or social background among others. We apply a **zero tolerance policy towards discrimination** and encourage employees to speak up and use the Group whistle-blowing system. Our **Allianz Anti-Harassment and Anti-Discrimination Standard** is included in our DEI guidelines, but goes into

greater detail in a dedicated document, outlining our global zero tolerance standard against harassment (including but not limited to sexual harassment), discrimination, bullying and other abusive conduct of any kind.

The technology world is still known for being male dominated and we would like to break down these gender-based stereotypes. To address this, we have launched the **#womenintech@allianz events**. At these events we invite our female leaders in the Operations and IT field across Allianz as guest speakers to share their challenges, learnings and career advice based on their experiences working in technology. With this, we encourage and motivate other women to develop in the technology field. The virtual event is open to all Allianz employees. Thus far we have hosted seven events with over 200 participants.

## 03.1 Gender



### Focus topic 2022: Equal Pay and Edge certification

#### Objective:

Our ambitious objective, defined in 2020, was to achieve **Equal Pay at Allianz** within two years, meaning equal pay for equal work for women and men in comparable roles.

#### Target group:

The Equal Pay project covers all Allianz Insurance companies globally.

#### Key actions:

Our equal pay project involved identifying any unjustified pay gaps between women and men performing the same or similar work at our insurance companies and closing them globally. Equal pay is now embedded in our HR processes. Allianz insurance companies conduct equal pay reviews on an annual basis. They adopt best practices to monitor equal pay across the organization and prevent any equal pay gaps from arising. This accomplishment demonstrates Allianz's tireless commitment to gender equality on a global scale.

#### Impact:

**Equal pay is embedded in our HR processes** and since year-end 2021, the Allianz insurance segment as well as Allianz Partners, Allianz Trade, Allianz Global Corporate and Specialty, Allianz Technology and Allianz Services are EDGE Assess certified. **EDGE**, which was launched at the World Economic Forum (WEF) in 2011 and stands for Economic Dividends for Gender Equality, monitors and supports companies' progress on gender equality according to established standards and against external benchmarks.

The certification covers 76% of Allianz Group's global headcount (68 individual entities). Almost 40% of those even achieved the more advanced level 'EDGE Move' – showcasing the progress we have made towards gender equality in critical areas including equal pay, gender composition and career progression. With EDGE, we are committed to an ongoing certification process that will help us consistently fulfill our gender equality goals going forward. In addition, Allianz has an annual global equal pay review to monitor equal pay across the organization and prevent any equal pay gaps.



## 03.1 Gender

# Allianz NEO

### d) ALLIANZ NEO – our employee network for gender equality

Allianz NEO is one of our five global employee networks and keeps up the momentum in our journey to **gender equity**. NEO currently has **more than 18 local networks**.

The **NEO network focuses** on helping to find concrete improvement opportunities, creating dialogue and allyship, and endorsing new perspectives and novel working models for both women and men.



As a working mother, gender equality is a topic that will always be close to my heart. It directly impacts my own work environment, relationships and career opportunities. I've also always had a passion for helping others and being part of something that is bigger than just me. Combining these two things is why I am tremendously proud to be part of our Allianz NEO network. I truly believe our networks provide an invaluable forum for raising awareness, supporting one another and making gender equality part of who we are as a company so that all genders can unfold their full potential."



**Justine Gerads**  
Allianz Life, Lead of the  
Global Allianz NEO Board

### e) Commitments

In 2020, we signed the **UN Women's Empowerment Principles**. The Women's Empowerment Principles (WEPs) are a set of principles offering guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labor and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. Our CEO, Oliver Bäte, signed this pledge on behalf of the whole Allianz Group highlighting our commitment to implementing the WEPs and join the global community of companies taking action to achieve gender equality.



## 03.2 Disabilities

At Allianz we care about all our employees and work hard to ensure that **our processes and workplaces are equally accessible to everyone**, e.g., regardless of their disability status.



Disabilities



## 03.2 Disabilities

### a) As-is disability representation

In 2022, an anonymous Self-ID survey found that 43% of colleagues who identify themselves as someone with a disability had not previously disclosed this information. As a result, the **number of employees with a subjectively perceived disability is 4.8%<sup>1</sup>** – significantly higher than originally reported, i.e., 2.3%. Self-ID is considered to be more inclusive compared to data collected from HR-systems, because it is not limited to local legal definitions and ensures higher anonymity. More details regarding Self-ID can be found in a later section of this booklet. Currently, for those countries with country-specific requirements, eight out of 13 countries fulfill their quotas based on Self-ID.

#### As-is representation

**4.8%**

Using Self-ID, 4.8%<sup>1</sup> of the workforce disclosed a disability

### b) Our 2024 ambition to drive disability inclusion

It is our ambition to fulfill, in every OE, the local disability quotas where existing, currently in 13 countries. All OEs with country-specific requirements for disability inclusion are asked to meet their respective country quotas on disability representation, based on two key levers Self-ID and/or recruiting.

#### Country-specific ambition

**13**

It is our ambition to **fulfill local disability country quotas** where existing, currently in 13 countries

### c) Our key initiatives

#### Awareness campaigns

In celebration of **International Day of People with Disabilities** on 03 December, Allianz Beyond, our network for disability inclusion, initiated an awareness campaign on the #teamallianz Instagram channel with shared stories and experiences of colleagues with disabilities and an overview of local disability inclusion highlights from OEs and local leaders on LinkedIn. OEs hosted events and townhalls to address the topic of disabilities in the workplace and disability inclusion. The campaign resulted in 13 coordinated LinkedIn Posts on personal and corporate channels, generating over 1,600 reactions, shares and comments.

In recognition of **International Day of Sign Languages** on 23 September, we celebrated the efforts by our deaf colleagues and employee representatives to recognize and promote sign languages. We shared an informative video and posts on our global intranet to spread awareness on the importance of sign languages and to encourage employees to learn sign language and educate themselves on the importance of it.

**13** coordinated LinkedIn posts across Allianz Group for our International Day of People with Disabilities campaign



<sup>1</sup> Data reflects results from regions/countries, covering ~80% of our global workforce. Collection of data not possible in some regions due to legal constraints, e.g., USA. Common definition of 'disability' in place.

## 03.2 Disabilities

### Learning and development

We create programs for employees and leaders to talk about disabilities in the workplace and career development. In addition, disability inclusion is also **addressed in trainings** we offer our employees and managers in order to educate them on sensitivity, language and imagery.

### Accessibility standards

Allianz is **committed to creating an environment free of barriers** in Allianz buildings and workplaces and making digital tools, software and websites accessible to everyone.

For example at the Allianz SE's head office building in Munich, internal ramps have been fitted to facilitate navigation in corridors and around steps. Lifts have been installed where internal ramps are not possible.

To improve **digital accessibility**, we established the Centre of Competence for Ergonomics and Usability in 2009, supporting our Allianz entities across the globe to make over 2.500 Allianz Business System files and, soon, 900 applications more user-friendly and accessible. Since its inception, it has performed over 780+ project inspections across Allianz and to date, over 73% of current projects are compliant with Allianz Technology's 'Accessibility by Design' framework, which is based on international standards such as Web Content Accessibility Guidelines.



## 03.2 Disabilities



### Focus topic 2022: Self-identification (Self-ID)

#### Objective:

Allianz rolled out Self-ID for the first time in 2022, to **increase awareness for disability inclusion** and define a new baseline with one common and global definition of disabilities.

#### Target group:

Our Self-ID survey for 2022 covered ~80% of the global workforce, as such a collection of data is not possible in some regions due to legal constraints.

#### Key actions:

Self-ID is a voluntary self-identification survey with increasing popularity to collect disability data and is considered to be more inclusive, as it offers employees who identify with a broader definition of disability (not bound to legal definition) the opportunity to disclose this information. In a global organization the value of a common definition is a major achievement. In most cases, the definition of disabilities varies due to local legal requirements or the uniqueness of different languages and local cultural norms. In our survey, we kept it simple and asked employees if they identify as living with a disability, before naming a number of examples like mobility disabilities, sensory impairments, neurodiversity, etc. as a reference.

#### Impact:

The Allianz Self-ID 2022 survey revealed that, e.g., **43% of employees with disabilities had not previously disclosed this information**, thus the number of employees with a disability is significantly higher than previously reported from other data sources or methods. Self-ID helps to provide a more accurate picture of our workforce representation. Learning more about our employee disability status enables us to create more impactful initiatives and put resources in place to improve accessibility and disability inclusion. Therefore, Self-ID will be continued with an employee pulse survey in 2023.



## 03.2 Disabilities

# Allianz Beyond

### d) Allianz Beyond – our employee network for disability inclusion

Allianz Beyond is our employee network for **disability inclusion** and currently has **nine local networks** in place.

**Allianz Beyond focuses** on raising awareness for disability inclusion, identifying ways to make Allianz more accessible (physically and digitally), creating a safe space for employees to disclose their disability and workplace assistance needs to perform at their best, as well as promoting Allianz as an attractive employer for people with disabilities externally.



I'm very pleased with the recent growth of Allianz Beyond, now represented in nine OEs locally, which demonstrates an existing need from our workforce. Personally, I want to make a contribution to creating an inclusive environment for all, so that people feel safe and bring their natural self to work. Since the topic of disability inclusion is close to my heart and I am based in India, I am anxious to see how the Allianz Beyond journey will continue in 2023 in the region locally."



**Parthiv Mehta**

AZ Technology India,  
Co-Lead of the Global  
Allianz Beyond Board



As a person with an invisible disability, I understand first-hand that disability is a multi-faceted topic that suffers from lots of stereotypes and misconceptions and that still remains a taboo in many cultures, including Europe, where I am located. But why would it be more complicated to talk about new hearing equipment than a new pair of eyeglasses? I'm looking forward to this journey to a 'new normal' and am delighted to work with our Beyond network to foster disability inclusion and representation within Allianz."



**Marine Palies**

Allianz Global Investors,  
Co-Lead of the Global  
Allianz Beyond Board

## 03.2 Disabilities

### e) Commitments

Allianz has been a **Valuable 500** member since 2020. The Valuable 500 collaborates and connects with 500 of the world's most influential businesses and their CEOs for disability inclusion and works hard to put disability on the agenda of business leadership. Their mission is to use the power of business to drive lasting change for the 1.3 billion people around the world living with a disability.

In 2022, Allianz developed a reporting framework together with the London Stock Exchange Group and The Valuable 500 to put disability data on the agenda of company reports and external communication, which **consists of five disability inclusion KPIs**.



KPI dimension	KPI	Allianz status quo
<b>Workforce representation (numeric KPI)</b>	What percentage of the company's workforce identifies as disabled/living with a disability?	4.8% <sup>1</sup> of our workforce identifies as living with a disability
<b>Goals (qualitative KPI)</b>	Which goals has the company defined specific to disability inclusion and how are business leaders measured against these goals?	It is our ambition for 2024 to fulfill local disability quotas where applicable – all entities with country-specific requirements for disability inclusion are asked to meet their respective country quotas on disability representation based on Self-ID and/or recruiting
<b>Training (Yes/No)</b>	Does your company provide disability inclusion training for its managers and employees?	Allianz offers trainings to employees and managers to educate e.g., on sensitive language or imagery
<b>ERG (Yes/No)</b>	Does your company have a disability specific Employee Resource Group (ERG) in place with an executive sponsor?	Allianz Beyond is our global Employee Resource Group for people with disabilities and has two executive sponsors and nine local networks in place
<b>Digital accessibility (Yes/No)</b>	Has your company undertaken a review of the accessibility of its digital platforms and content? If not, does the company have a plan to undertake a review over the next calendar year?	Allianz SE Board of Management introduced accessibility standards in 2010 to further increase the implementation of assistive technology and digital accessibility

### Paralympic Movement

Since 2006, Allianz is a partner of the **Paralympic Movement** and has been intensifying relationships, e.g., by becoming the first international partner of the International Paralympics Committee (IPC) in 2011. Through our partnerships, we have **supported more than 70 Paralympians and Olympians from over 20 countries** regarding career opportunities, insurance solution and health activities. Additionally, Allianz has worked closely with Paralympians to design and develop inclusive physical training sessions, targeted at young people and youths with disabilities to get involved with sports, through our **MoveNow Program**, which encourages youths to become more physically active, e.g., through Para athlete promotional videos and has been viewed 160mn times.

<sup>1</sup> Data reflects results from regions/countries, covering ~80% of our global workforce. Collection of data not possible in some regions due to legal constraints, e.g., USA. Common definition of 'disability' in place.



### 03.3 Nationalities/Ethnicities

At Allianz, we are committed to bringing together people from **different nationalities and cultures to collaborate, innovate and make an impact** through their work in a safe and stimulating environment.



Nationalities/  
Ethnicities



## 03.3 Nationalities/Ethnicities

### a) As-is nationality/ethnicity representation

As a global organization, we see great value in having **diverse cultural experiences** represented at Allianz. A culturally diverse workforce performs better and is more resilient, innovative and productive. Two dimensions that indicate diverse cultural experiences are **nationalities and ethnicities**.

#### As-is representation



Nationalities represented in our **Allianz SE Supervisory Board**



Nationalities represented in our **Allianz SE Board of Management**  
(5 in 2021)



Nationalities represented in **Allianz Group**

Currently, in **17 out of 21 OEs<sup>1</sup>** at least two **nationalities are represented in the local Board of Management**. At an Allianz Group level, there were even **six nationalities represented in our Allianz SE Board of Management** and **five nationalities in our Supervisory Board**. Looking at our workforce, there are currently **82 nationalities** represented at our **Allianz SE headquarters** and more than **172 nationalities at Allianz Group** globally, serving our customers across the world.

### b) Our 2024 ambition to drive nationality/ethnicity inclusion

By setting an ambition for nationality/ethnicity inclusion, we are sending a signal from the top, ensuring that our employees have unlimited development opportunities, regardless of their heritage.

We aim to have at least two different nationalities or ethnicities represented on all our Boards of Management<sup>1</sup> where applicable (e.g., USA or UK) and OEs may set additional ethnicity ambitions, tailored to the local business and cultural environment.

#### Global ambition

≥2

We aim to have **at least two nationalities or ethnicities** represented on all Boards of Management<sup>1</sup>

<sup>1</sup> Definition of Boards of Management can vary based on local legal definitions of 'Boards'. At Allianz Group, we have identified 21 OEs that qualify as having Management Boards in place.



## 03.3 Nationalities/Ethnicities

### c) Our key initiatives

#### Awareness campaigns

Allianz encourages diversity of nationalities and cultures and we **celebrate international diversity and cultural heritage**.

In celebration of **Black History Month**, our employee network Allianz GRACE held a successful event called **'Black to the Future'**, which took a deeper look at current trends and how they affect people of Black heritage around the world. The live event was supported by an international expert panel, who shared their insights on what the future holds for Black communities from an insurance, corporate, economic, and geopolitical perspective and was well attended by employees throughout Allianz.

To celebrate **Africa Day** on 25 May, we invited all employees to share their love for the African continent by sharing posts on our intranet with stories about African heritage, food, music, art, movies etc.

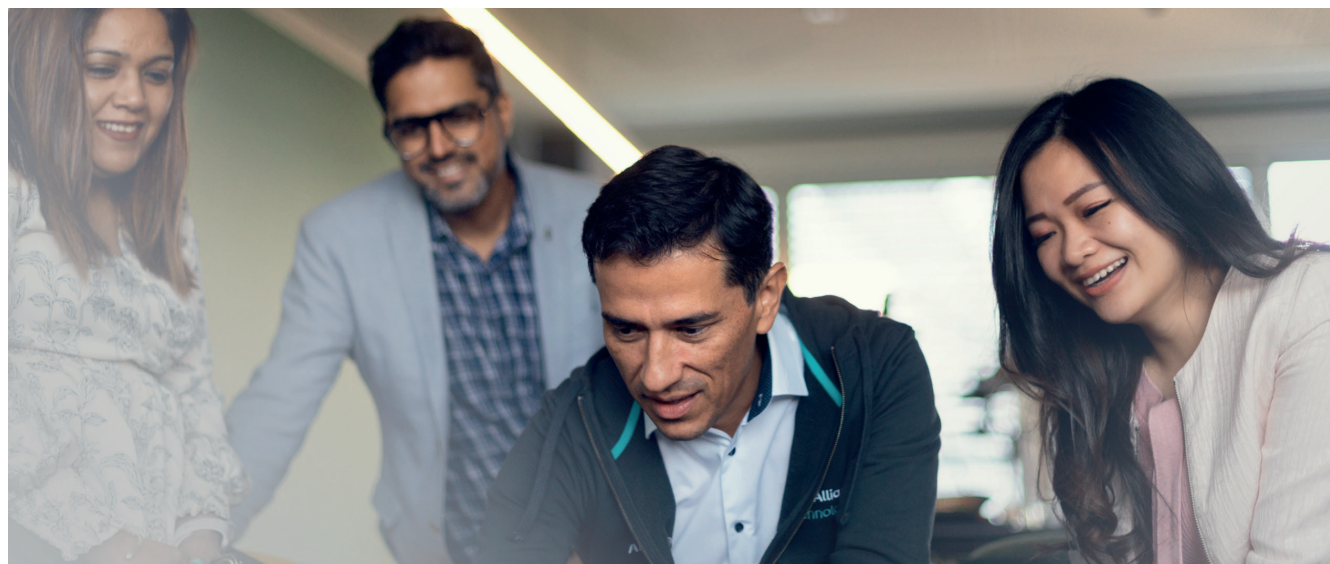
#### Learning and development

We support our colleagues through **educational material** and **trainings** that answer questions on how to improve collaboration, communicate and resolve conflicts in multi-cultural teams. Employees, who are interested in learning new languages, can use the **language trainings** offered by our providers. They offer language courses in English, German, French, Spanish and Italian, with options to request additional

languages or explore external offerings that Allianz supports. Currently, at least 10% of our employees globally are enrolled in language courses through the providers mentioned above, in addition to language trainings through other channels. In addition, we have rolled out **guidelines** on how to talk about ethnic diversity in the workplace and a zero-tolerance policy for discrimination or harassment. We have **mechanisms** in place for employees to report violations to a line manager or the HR department without fear of retaliation in addition to an anonymous whistleblowing tool **'Speak-Up'**.

#### Global mobility

Our Global Mobility team manages the execution of hundreds of **international assignees worldwide** with the clear aim to provide the best possible experience to all our stakeholders throughout the assignment journey. Mobility across borders fosters the transfer of knowledge and experience throughout the group, nurtures a multicultural environment and supports the development of our employees. Allianz has 194 international assignees from 26 places in 40 host countries. Global Mobility is also reacting to changing employee and business expectations with initiatives to design new, more flexible cross-border mobility products and services.





## 03.3 Nationalities/Ethnicities



### Focus topic 2022:

### International Mobility/Cross-Border Remote Work Tool

#### Objective:

Our lives and the world around us are becoming increasingly more global, many of us have friends, family, and previous life experience scattered across various parts of the world. Thus, in order to fully embrace international mobility and flexibility, Allianz decided to introduce eligibility for all employees to **work remotely from abroad for up to 25 days per year** in compliance with local and international regulations.

#### Target group:

Employee eligibility to work from home while being abroad – i.e., doing ‘cross-border remote work’ – is something that is being introduced globally, across the Allianz Group.

#### Key actions:

To support employees with their intent to work from home while abroad, Allianz has developed a digital solution inhouse, the **Allianz Cross-Border Remote Work Tool**, which processes the respective requests while ensuring compliance with the regulations of each possible country combination. The online Allianz tool enables employees to self-assess their requests to work from abroad in a simple and fast way, just by answering a few questions.

#### Impact:

The Cross-Border Remote Work Tool went live in October 2021. Thousands of employees have already taken up this opportunity to be close to their families and friends. The Allianz Cross-Border Remote Work Tool has also received several prestigious awards, two EMEA Expatriate Management and Mobility Awards FEM EMEA 2022 – one for ‘Best Employee Experience and Engagement’ and one for ‘Most Innovative Use of Technology in Global Mobility’ – in London, as well as the HR Excellence Award for ‘Hybrid and Remote Work’ in Berlin.



## 03.3 Nationalities/Ethnicities

# Allianz GRACE

### d) Allianz GRACE – our employee network for nationality/ethnicity inclusion

Allianz GRACE is our employee network for **nationality/ethnicity inclusion** and has **eight local networks in place**. GRACE provides a platform across the Group to connect and exchange the learning and insights needed to foster a work environment inclusive for all, independent of race, cultural ethnicity or nationality.

The **focus of Allianz GRACE** is on pro-actively contributing to a fully inclusive workplace – free of all forms of discrimination – by developing and sharing educational materials as well as promoting a dialogue on what it means to work across cultures. Through its work, Allianz Grace supports a workforce and environment that supports attraction and retention of international and culturally diverse talent as well as strong positioning against racial inequalities.



As a person of color living in Germany, it is rather easy to stand out from a room full of people. The feeling of belonging and inclusivity is very important in all aspects of life. With Allianz GRACE, we want to create a platform where we can tackle racial inequalities. We will ensure a sustained environment of equity and inclusion to disadvantaged communities, as well as celebrate the vast diversity of cultures that exist within this organization.”



**Redeat Gashu**

Allianz Global Corporate & Speciality, Lead of the Global Allianz GRACE Board



## 03.3 Nationalities/Ethnicities

### e) Commitments

#### Example from Allianz UK – Race@Work

Allianz UK is a proud signatory of the **Race@Work Charter**. The Race@Work Charter was launched by Business in the Community (BITC) in 2018, with the aim of tackling ethnic disparities in the workplace. The Charter has **seven calls to actions** to ensure that ethnic minority employees are represented at all levels in an organization: 1. Appoint an Executive Sponsor for race, 2. Capture ethnicity data and publicize progress, 3. Commit at board level to zero tolerance of harassment and bullying, 4. Accountability of all leaders and managers, 5. Act on ethnic minority career progression, 6. Support race inclusion allies in the workplace, 7. Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains.

In Allianz UK, all colleagues are invited to participate in a Race@Work education and awareness program, which focuses on the fundamentals of race and cultural awareness, helping people to feel more comfortable with this topic and introducing important ideas that underpin racial equality.



The Race at Work program encouraged us to talk openly about the challenges of being a person of color, to share personal experiences and to engage in meaningful change through actions in our workplace. For me, I've noticed how a fear of talking about race has started to be replaced with an openness, curiosity and a determination to make our teams and culture more inclusive. I can see that more colleagues understand what it is to be an ally and are more open in demonstrating it. What's particularly uplifting is the sheer number of colleagues who are asking 'how can I – and how can we' – do more?'



**Felix Wong**

Co-Founder of multicultural employee network and Race@Work Steering Group member, Allianz UK

## 03.4 Generations

With currently **five different generations** working together at Allianz, we are committed to leverage the combined strengths, individual skills and experiences of all generations.



# Generations

## 03.4 Generations

### a) As-is generations representation

The ages of our employees range from **<25 years to >65 years** with an average age across Allianz Group globally of **40.7 years**. As of 2022, the largest share of our workforce, i.e., **34% is younger than 35 years old** (GenZ and GenY). Currently, **in 10 out of 14 of Renewal Agenda Committee (RACo) OEs the share of under 35-year olds (GenZ and GenY) is 25% or higher**.

We are very pleased that employees recognize Allianz as a trusted employer, resulting in an average **tenure of 10.3 years** across Allianz Group globally.

#### As-is representation

5

Generations working together

40.7 years

Average age of our workforce  
(40.7 yrs. in 2021)

34%

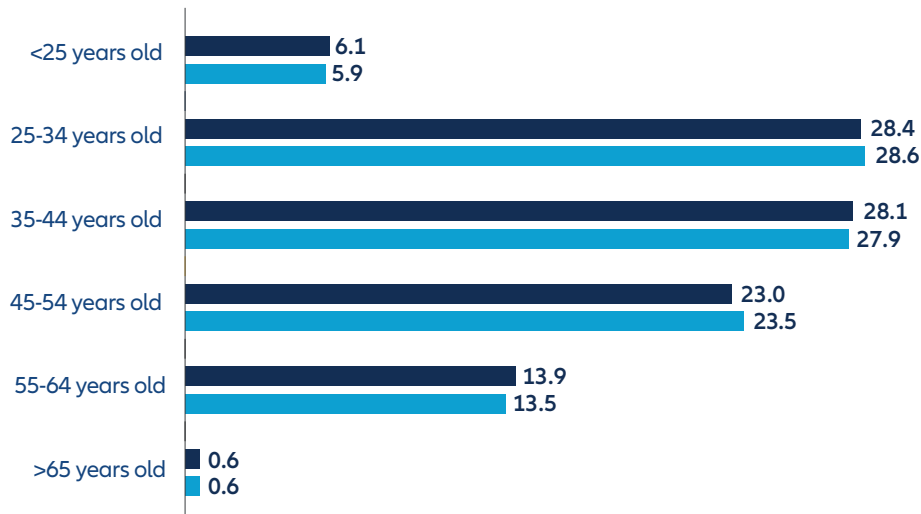
Of the workforce is younger than 35 years  
(35% in 2021)

10.3 years

Average tenure  
(10.6 yrs. in 2021)

#### Workforce across age categories

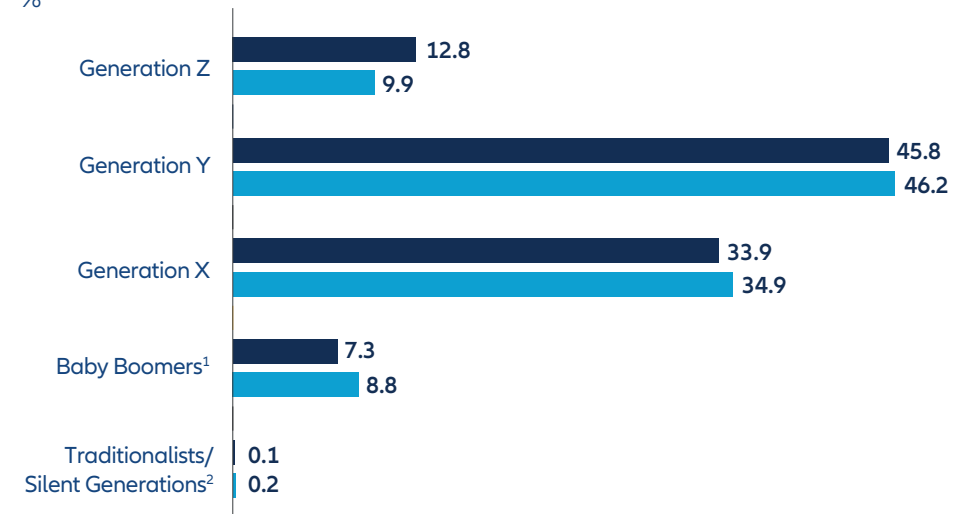
%



■ 2022 ■ 2021

#### Workforce across generations

%



■ 2022 ■ 2021

1 Includes Late Baby Boomers.  
2 Includes Early Baby Boomers.



## 03.4 Generations

### b) Our 2024 ambition to drive age inclusion

With the average age of 40.7 years of our workforce, we are focusing on increasing the representation of people in the early stages of their career: We aim to have a balanced generations representation, where at least 25% of our workforce is younger than 35 years old (GenZ and GenY).

#### Global ambition

**25%**  
under  
**35**  
years

We aim to have a balanced generational representation where **at least 25% of our workforce is younger than 35 years**

### c) Our key initiatives

We realize there is a shift away from the traditional, linear career approach of 'education – work – retirement' and a shift towards a multi-staged life (exploration, re-orientation, continuous learning, care for family, sabbatical etc.). To address different and changing needs of our employees along the career lifecycle, we have developed the **Lifecycle Management** with a variety of initiatives, tailored to the specific needs of different life stages. We identified three key needs – focus on career, balance, and transition. We address these needs through initiatives like **Mutual Mentoring, Job-Sharing, or the newly established Business Intelligence Unit**.

#### Mutual Mentoring

Mutual Mentoring allows people from different generations to enter into **mentoring partnerships** to connect, share knowledge, experiences, skills and perspectives in a genuine learning exchange. Connecting with someone from a different generation can challenge ways of thinking and offer an innovative approach to work. Compared to traditional mentoring tandems, that consist of a more senior mentor and more junior mentee, in mutual mentoring tandems both parties learn from each other. Over 250 mentoring pairs were initiated in 2022.

#### Job-Sharing

**Job-Sharing** supports employees to better balance their professional and private needs. Two people share one position, while working part-time to better handle personal responsibilities, e.g., care-giving commitments (children, elderly care, etc.). Through Job-Sharing, our employees have the opportunity to fulfill their career ambitions in a leadership position in balance with their personal situation. More than 50 Job-Sharing tandems were established in 2022 and we expect an increasing demand in the future due to increasing awareness and acceptance.



## 03.4 Generations



### Focus topic 2022: Business Intelligence Unit

#### Objective:

Employees in the transition phase of their career have expressed two main requests through qualitative interviews: a structured knowledge-sharing process and stronger appreciation for their expertise/experience during a clearly defined end of career transition phase. The Business Intelligence Unit (BIU) is our solution that caters to both asks.

#### Target group:

The BIU is specifically targeted at our workforce with 20+ years of working experience over the age of 55 years who seek a smooth career transition into retirement.

#### Key actions:

- Employees leave their traditional role/business environment, join the BIU and provide a variety of services in different countries, functions or projects, such as Business Consulting, Interim Management, Leadership Training and/or Onboarding, always based on their individual experience and skills as well as demand.
- In the BIU, employees work on different projects and topics for other Allianz entities, and can gradually reduce working hours over time (if desired).

#### Benefits:

- **Employees** experience a change of perspective and move into a new role with a strong focus on sharing their knowledge with the organization, outside of their traditional career path during a clearly defined time-period of transition.
- **Allianz** Group can fill capacity gaps or bridge shortages from the business. Also the BIU grants other Allianz entities access to talent pools, ensuring knowledge transfer and cross-intergenerational collaboration within Allianz.

## 03.4 Generations

# Allianz Engage

### d) Allianz ENGAGE – our employee network for age inclusion

Our efforts for age inclusion are strongly supported by **Allianz Engage**, our employee network for **age inclusion with ten local networks in place**. Through Allianz Engage, our employees are invited to pro-actively contribute to a company culture where the knowledge of all generations is called upon and people can continue to thrive throughout the different stages of their lives.

**Allianz Engage focuses** on supporting our culture of life-long learning, supporting knowledge-transfer between generations, opening a dialogue on what it means to manage and work in age-diverse teams as well as bringing different experiences and mindsets into the organization.



Turning 50, I began to feel subtle shifts in the perception of me and my place in the work environment. At the same time, my children were entering the workplace for the first time. I reflected on the opportunities that lay ahead of them but also questioned whether they, as new entrants, would be truly valued for their brilliant new ideas and experiences and found that I wasn't alone.

At Allianz Engage we are committed to creating an environment that embraces and promotes the value that people of different ages and at different life stages can bring to ensure that nobody experiences exclusion based on their date of birth. We create opportunities that bring people of different age groups together, to share their experiences, knowledge and skills whilst appreciating the different perspectives that come with age."



**Amanda Bristow**

Allianz UK, Lead of the Global Allianz Engage Board



## 03.5 LGBTQ+

**Allianz works closely with the internal LGBTQ+ community and employee network** to ensure our policies, processes and practices are inclusive and address any potential inequalities.






## 03.5 LGBTQ+

### a) As-is representation

As of today, Allianz Pride employee networks around the world are accessible to **>50% of our global workforce**.



 As of today, there are 27 local Allianz Pride employee networks around the world.<sup>1</sup>

### b) Our 2024 ambition to drive LGBTQ+ inclusion

The five DEI global employee networks play a key role in shaping Allianz as an even more inclusive place to work. At the same time, our networks only add value if they are accessible to our workforce. Therefore, Allianz has defined an ambition for our LGBTQ+ network – one of our networks with the longest history – aimed at increased accessibility: We aim to reach 80% of our global workforce with access to local LGBTQ+ networks.

#### Global ambition



We aim to reach **80% of our global workforce** with access to local LGBTQ+ networks

<sup>1</sup> 27 local OE Pride Chapters in place – some have been consolidated per location.



## 03.5 LGBTQ+

### c) Our key initiatives

#### Awareness campaigns

To support LGBTQ+ inclusion, Allianz promotes related events and content, **e.g., Pride Month or Coming Out Day, or lighting up the Allianz Arena in Munich in rainbow colors.** Allianz also participated in the **Christopher Street Day in Munich** with its own Allianz Truck.

To show our support for the wider LGBTQ+ community, Allianz Switzerland symbolically married over 100 couples at **Allianz Pride Wedding Chapel** in the center of Zurich to show support for LGBTQ+ rights. Shortly thereafter, the Swiss government legalized same-sex marriages in Switzerland. At Allianz, we want to make sure that everybody is treated equally and respectfully and with this initiative we took a bold stand for our LGBTQ+ employees, customers and their relatives.

#### Learning and development

Additionally, we have formal resources in place such as guidelines that touch on the topic of **gender identity** and the use of **gender pronouns** or other educational material on how colleagues can support LGBTQ+ inclusion.

#### Our LGBTQ+ ambassadors

The **Global Allianz Pride Board** was founded in 2018 and focuses on engaging Allianz leaders as LGBTQ+ allies or LGBTQ+ inclusion in our policies. The Allianz Global Pride Board is very aware that the work for LGBTQ+ inclusion cannot be achieved without the help of Allies. This is why we use the LGBTQ+ acronym – the **+ covering A for Allies**. At Allianz our Allies are not least the Executive Sponsors of our networks with whom we are looking to work closely through closer relationships with the Executive Co-Sponsors of the Global Pride Board. We also highlight Allies regularly through discussion panels, as well as opening up our LGBTQ+ mentoring to allies, as well as members who identify as LGBTQ+.



## 03.5 LGBTQ+



### Focus topic 2022: LGBTQ+ Mentoring Program

#### Objective:

To promote LGBTQ+ inclusion at Allianz, the Allianz Global Pride Board launched the **Global LGBTQ+ Mentoring Program** to offer all employees a safe space for a one-to-one dialogue on LGBTQ+ topics, to learn more about the LGBTQ+ community and to find a non-judgmental space to develop insights around being out or coming out.

#### Target group:

This program is open to all Allianz employees who want to become more comfortable in supporting or leading LGBTQ+ people/are on their own personal coming out journey/have come across the LGBTQ+ topic in their private life (e.g., via someone they care about) and would like to exchange with a sparring partner to talk about how to be an ally.

#### Key actions:

Employees can participate in the mentoring program via the online mentoring tool. They are invited to sign up and create their profile via our online mentoring portal either as a mentor or mentee and the portal facilitates self-matching of profiles according to specific needs and guidance required.

#### Impact:

Today we have more than 15 online profiles, offering employees the vital opportunity to connect, and the list continues to grow. The mentoring program offers the unique opportunity to gain insights into the importance of LGBTQ+ advancement and inclusion.



## 03.5 LGBTQ+

# Allianz Pride

## d) Allianz Pride – Our employee network for LGBTQ+ inclusion

Allianz Pride is our employee network for LGBTQ+ inclusion with **27 local networks** in place covering **>50% of the workforce**. We encourage a corporate culture that values the diversity of all our employees, independent of their gender expression and sexual orientation, to make the most of their talents and creates a working environment free from discrimination.

**Allianz Pride key focus areas** include providing a platform for LGBTQ+ and their supporters within Allianz, raising awareness for LGBTQ+ topics and promoting mutual respect, establishing a network of experts for LGBTQ+ topics in Allianz Group and positioning Allianz as an employer of choice for LGBTQ+ talent.

# 27

local networks in place covering

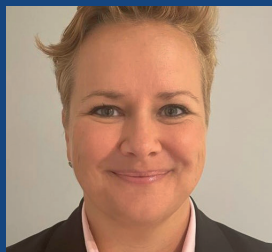
# >50%

of the workforce



At Allianz, the Allianz Pride employee network aims to provide a platform for LGBTQ+ colleagues and their allies within Allianz, raise awareness, promote mutual respect and establish a network of experts for all LGBTQ+ topics.

For me personally, as an out gay woman and being part of the LGBTQ+ community, having a network like this is important so we are able to bring our whole selves to work and not pretend to be someone we are not. At Allianz we are lucky to have many Pride networks that work together to provide a safe space for LGBTQ+ people and our allies – these networks are also a platform for raising awareness and increasing LGBTQ+ inclusion and visibility, both internally and externally, making Allianz an employer of choice for applicants on the whole spectrum of diversity.”



**Marie-Helene Tyack**  
Allianz Global Corporate  
& Speciality, Lead of the  
Global Allianz Pride Board

## e) Commitments

Allianz is a signatory of the **U.N. ‘Free & Equal’** LGBT Code of Conduct – a global UN public initiative aimed at promoting equal rights and fair treatment of LGBTQ+ people. The code of conduct outlines **five standards** for conduct of business and were developed by the United Nations Human Rights Office to support the business community in tackling discrimination against LGBTQ+ people.



**FREE & EQUAL**  
UNITED NATIONS FOR LGBT EQUALITY



## 03.6 Social diversity

**Socioeconomic background** continues to have a strong influence on educational and labor market opportunities, and people from different socio-economic backgrounds face both conscious and unconscious biases.

Creating a **socially diverse workforce** requires identifying potential barriers that people from disadvantaged socioeconomic backgrounds may face and ensuring they have access to equal opportunities. As examples, our entities in **Allianz France and Allianz Germany** have initiatives in place to support individuals from disadvantaged social backgrounds with access to education and the ambition of integrating them into our talent pipeline and workforce.

### a) Example – Allianz France

Allianz France is driving social diversity through the following initiatives:

- **Scholarships:** Since 2014, Allianz France supports the Lycée Endowment Fund, granting access to educational opportunities for deserving students from disadvantaged backgrounds. The initiative has been a success, offering more than 150 scholarships to over 600 students.

- **Building IT skills:** together with Simplon.co (a social and solidarity school focused on providing free training to underrepresented minorities in digital professions), Allianz France offers free trainings for digital professions to minorities and other disadvantaged milieus (refugees, non-academic backgrounds, etc.). Next to financial support, Allianz France employees from IT departments also train participants on the Simplon.co program.
- **Mentoring:** Allianz France has leveraged a local mentoring partnership to support over 400 mentees from diverse backgrounds to build a professional network, get familiar with corporate culture and get equipped with the necessary tools for a successful job search inside and/or outside of Allianz.

### b) Example – Allianz Germany

Allianz Germany is offering **financial support for the education of people from ethnic minorities and socially diverse backgrounds**. In 2022 alone, 87 young students received tuition fee assistance for their studies through Allianz in Germany. Additionally, Allianz offered career coaching to approx. 50 students in 2022 and university lectures at a variety of universities with the objective of attracting diverse talent. Allianz stays in touch with university students through regular newsletters which reached 400 students and alumni in 2022 as well as reflecting fitting candidates to the talent pipeline.



04

# Outlook

## 04 Outlook

We care for tomorrow is our proposition for Employer Value which all our DEI efforts and initiatives are strategically linked to. There is a significant overlap or ‘intersectionality’ between different DEI dimensions like gender, disabilities, nationalities/ethnicities, age or sexual identity and orientation and we are aware that individuals belong to at least four dimensions – gender, nationalities/ethnicities, generations as well as sexual identity and orientation.

In 2023 we will be focusing on **intersectionality** as a key topic in our DEI efforts: we will launch an intersectional and global mentoring campaign that will not only focus on business-related learnings but also on interpersonal insights. The goal is to break down stereotypes and highlight the ways in which DEI is integral to our daily

business operations by sharing personal employee experiences. We are excited to hear our employees’ stories about their experiences with intersectional identities, such as age, gender, and nationality/ethnicity, in a business context through their mentoring experiences.

This approach developed from an awareness campaign in 2022 ‘50 over 50’ which focused on two DEI dimensions gender and generations through social media. The campaign was to celebrate the workplace contributions of women over the age of 50, who – as research suggests – experience particular workforce challenges. Feedback had been overwhelming and nearly 100 women from more than 15 countries and across all levels of hierarchy and functional areas – from Underwriting or Internal Services to our Group Chief Operations Officer – debunked many of the negative stereotypes around older age by telling their story.

By considering all DEI dimensions and integrating them holistically into our business, we positively influence workplace experiences of our employees, taking into consideration their unique personalities and individual needs and regardless of gender, disability, nationality/ethnicity, age or sexual orientation. Strengthening our inclusive culture will play a key role in our ambition to become the top employer in the financial services industry.



**Bettina Dietsche**

Chief People and Culture Officer at Allianz Group



**Allianz SE**

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[www.allianz.com/diversity](http://www.allianz.com/diversity)