



SUSTAINABILITY AT ALLIANZ GROUP

GRI Content Index 2022

GRI 2: General Disclosures 2021

Legend: SR: Group Sustainability Report 2022, AR: Group Annual Report 2022

GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
The organization and its reporting practices						
2-1	Organizational details	SR, 01.3 – Company description and strategy, p. 09 AR, Corporate Governance Statement, p. 16–23 AR, Business Operations, p. 54–56 AR, Note 1, Nature of operations and basis of presentation, p. 129	<ul style="list-style-type: none"> Allianz SE, the parent company of Allianz Group, has its headquarters in Königinstrasse 28, 80802 Munich, Germany. The structure of Allianz Group reflects both our business segments and geographical regions. Business activities are organized by product and type of service: insurance activities, asset management activities, and corporate and other activities. Allianz Group has private and corporate customers in more than 70 countries. Due to differences in products, risks, and capital allocation, insurance activities are further divided into Property, Casualty and Life/Health categories. There were no significant changes to our organizational structure in 2022. 			
2-2	Entities included in the organization's sustainability reporting	SR, 05.2 – How we report: transparent reeporting, ratings and performance, p. 142 f. AR, Business Operations, p. 54–56		2-2 b.	Not applicable	<ul style="list-style-type: none"> Not all OEs are required to deliver on certain non-financial KPIs. The data is based on meter readings or invoice amounts (where available), and entities' own estimations. Wherever the necessary data cannot be determined in this way and with reasonable effort, it is extrapolated – either for entire entities or for part(s) of them – based on the relevant headcount.

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				Requirement(s) omitted	Reason	Notes/Explanation
The organization and its reporting practices continued						
2-3	Reporting period, frequency and contact point	SR, 05.2 – How we report: transparent reporting, ratings and performance, p. 142 f. SR, 05.8 – Independent practitioner’s report on a limited assurance engagement on sustainability information, p. 160 f. AR, Non-Financial Statement; About the statement, p. 57	<ul style="list-style-type: none"> • Reporting period – financial & non-financial reporting (incl. Sustainability Report): 1 January 2022 to 31 December 2022 • Reporting frequency: Annual • Report publication date Annual Report & Sustainability Report: 3 March 2023 • Contact point for questions regarding the report: Allianz SE Group Accounting and Reporting sustainability@allianz.com 			
2-4	Restatements of information		In case of any restatements they are shown in a footnote			
2-5	External assurance	SR, 05.2 – How we report: transparent reporting, ratings and performance, p. 142 f. SR, 05.8 – Independent practitioner’s report on a limited assurance engagement on sustainability information, p. 160 f. AR, Audit of annual accounts and consolidated financial statements, p. 11–12				

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Activities and workers						
2-6	Activities, value chain and other business relationships	SR, 01.3 – Company description and strategy, p. 09 SR, 01.6 – Our social approach, p. 14–17 SR, 02.1 – Sustainability in insurance, p. 27–36 SR, 02.2 – Sustainability in proprietary investments, p. 37–50 SR, 02.3 – Sustainability in asset management, p. 51–55 SR, 02.4 – Human resources, p. 57–74 SR, 02.5 – Customers, p. 75–77 SR, 02.6 – Own operations, p. 78–84	Allianz Group is one of the world’s leading insurers and asset managers: We cover a broad range of personal and corporate insurance services ranging from property, life and health insurance to assistance services to credit insurance and global business insurance including related investments and activities from our own operations. In case of any significant changes they are mentioned in the respective chapter.			
2-7	Employees	SR, 02.4 – Human resources, p. 57 Table HR-1 (Employee overview) Table HR-2 (Employees by region) Table HR-3 (Employment relationships)	c. Data gathered from each legal entity based on common HR Metric Definition: Contracted and Active Headcount.	2-7 b.	Information unavailable/incomplete	b. • iii: We don’t have a definition as the employment type/work model is not existing in Allianz. Only for external sources, which are per definition not “holding” an employment contract with AZ • iv/v: breakdown per region incomplete
2-8	Workers who are not employees			2-8	Information unavailable/incomplete	No common global data source in place to track all externals according to local/legal requirements currently. Different local approaches lead to different needs. Externals are mainly only included if access to internal systems is required.

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Governance						
2-9	Governance structure and composition	<p>SR, 05.4 – Our expanded sustainability governance, p. 148–153</p> <p>AR, Mandates of the Members of the Supervisory Board, p. 13</p> <p>AR, Supervisory Board Report, p. 4–12</p> <p>AR, Executive and non-executive members; Corporate Governance Statement, p. 19</p> <p>AR, Shareholder representation; Corporate Governance Statement, p. 19</p> <p>AR, Independence; Statement on Corporate Management, p. 20</p> <p>AR, Under-represented social groups; Corporate Governance Statement, p. 20</p> <p>AR, Tenure of members; Corporate Governance Statement, p. 21</p> <p>AR, Gender; Corporate Governance Statement, p. 21</p> <p>AR, Competencies relevant to the impacts of the organization; Corporate Governance Statement, p. 21</p>				

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Governance continued						
2-10	Nomination and selection of the highest governance body	AR, Supervisory Board Report, p. 8 AR, Corporate Governance Statement, p. 16, 19, 20, 21, 22				
2-11	Chair of the highest governance body	SR, 05.4 – Our expanded sustainability governance, p. 148–153 AR, Corporate Governance Statement, p. 18	Declaration of Conformity by the Management Board and the Supervisory Board of Allianz SE with the recommendations of the German Corporate Governance Code Commission in accordance with § 161 of the German Stock Corporation Act (AktG)			
2-12	Role of the highest governance body in overseeing the management of impacts	SR, 01.8 – Our sustainability governance, p. 21–24 SR, 05.4 – Our expanded sustainability governance, p. 148–153 AR, Supervisory Board Report, p. 4–12 AR, Corporate Governance Statement, p. 21 f.				
2-13	Delegation of responsibility for managing impacts	SR, 05.4 – Our expanded sustainability governance, p. 148–153 AR, Supervisory Board Report, p. 4–12 AR, Corporate Governance Statement, p. 18 ff.				

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				Requirement(s) omitted	Reason	Notes/Explanation
Governance continued						
2-14	Role of the highest governance body in sustainability reporting	SR, 01.8 – Our sustainability governance, p. 21–24	Role of the Sustainability committee: preliminary examination of the sustainability-related statements of the Group's non-financial statement in the Annual Report and the Sustainability Report, as part of the Supervisory Board's review.			
2-15	Conflicts of interest	SR, 01.8 – Our sustainability governance, p. 21–24 AR, Corporate Governance Statement, p. 20	<ul style="list-style-type: none"> Declaration of Conformity by the Management Board and the Supervisory Board of Allianz SE with the recommendations of the German Corporate Governance Code Commission in accordance with § 161 of the German Stock Corporation Act (AktG) Conflicts of interests are disclosed according to the recommendations of the German Corporate Governance Code 			
2-16	Communication of critical concerns	AR, Risk and Opportunity Report; Risk-based steering and risk management, p. 107 Internal Control System (ICS)-Report (internal; not publicly available)	An internal report is provided on a quarterly basis to the Supervisory Board Audit Committee, which contains both high level statistical information about outstanding issues/control failures for the company, alongside further detailed information for those issues/control failures rated as having a higher potential risk severity. In this context, all reported issues/control failures are rated on scale of F1-F4, with issues/control failures rated as F2 or higher constituting a material concern. The report itself incorporates inputs from various internal processes related to the identification and reporting of issues, including compliance investigation cases, supervisory fines and proceedings, internal control deficiencies and operational losses.	2-16 b.	Confidentiality constraints	<ul style="list-style-type: none"> The internal report contains, amongst other subjects, information about potential IT security vulnerabilities as well as ongoing legal and compliance matters. Disclosure of these confidential issues/control failures, in particular, has potential to in-and-of itself create risks for the company. As such, we have elected to refrain from their publication. The topic will be reassessed at the latest with the introduction of the CSRD requirements.

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				Requirement(s) omitted	Reason	Notes/Explanation
Governance continued						
2-17	Collective knowledge of the highest governance body	SR, 01.8 – Our sustainability governance, p. 21–24 AR, Statement on Corporate Management, p. 16	Dedicated trainings on Sustainability were held: <ol style="list-style-type: none"> 1. May 2022 on EU Sustainable Finance Regulation with special focus on EU Taxonomy and respective reporting on Group Level. 2. September 2022 on Sustainability, Sustainability Strategy and ESG Risk integration in the Group Risk framework including focus on Climate Change Risk. 3. Online training has been established for self-learning to introduce in all dimensions of Sustainability to secure a solid overview of the totality of the wide span of Sustainability meaning. 			
2-18	Evaluation of the performance of the highest governance body	SR, 01.8 – Our sustainability governance, p. 21–24 Table: Sustainability-related targets linked to the remuneration of the Board of Management AR, Remuneration Report, p. 27				
2-19	Remuneration policies	SR, 01.8 – Our sustainability governance, p. 21–24 Table: Sustainability-related targets linked to the remuneration of the Board of Management AR, Remuneration Report, p. 27				

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Governance continued						
2-20	Process to determine remuneration	AR, Corporate Governance Statement, p. 23 AR, Remuneration Report, p. 26–52 For information on the voting results, please have a look at the Allianz company website.				
2-21	Annual total compensation ratio	SR, 02.4 – Human resources, p. 63 Table HR-20 (CEO compensation)		2-21 b.	Information unavailable/incomplete	Since we calculated this metric for the first time this year, we do not have data from the previous year. Next year, we will be able to report the ratio of percentage increase.
Strategy, policies and practices						
2-22	Statement on sustainable development strategy	SR, 01.1 – Message from the CEO, p. 05 f.				

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Strategy, policies and practices continued						
2-23	Policy commitments	<p>SR, 01.6 – Our social approach, p. 14–17</p> <p>SR, 01.7 – Our sustainability integration approach, p. 18–20</p> <p>SR, 02.1 – Sustainability in insurance, p. 27–36</p> <p>SR, 02.2 – Sustainability in proprietary investments, p. 37–50</p> <p>SR, 02.3 – Sustainability in asset management, p. 51–55</p> <p>SR, 02.4 – Human resources, p. 67–74</p> <p>SR, 02.5 – Customers, p. 75–77</p> <p>SR, 02.6 – Own operations, p. 78–84</p> <p>SR, 05.5 – Our commitment to human rights, p. 154 f.</p> <p>AR, Human rights matters, p. 68</p> <p>For information on the Allianz Group 2020 Code of Conduct, please have a look at the Allianz company website.</p> <p>For information on the Allianz Group 2022 Statement on Modern Slavery, please have a look at our Allianz company website.</p>				

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Strategy, policies and practices continued						
2-24	Embedding policy commitments	<p>SR, 01.4 – Our sustainability approach, p. 10 f.</p> <p>SR, 01.5 – Our climate approach, p. 12 f.</p> <p>SR, 01.6 – Our social approach, p. 14–17</p> <p>SR, 01.7 – Our sustainability integration approach, p. 18–20</p> <p>SR, 01.8 – Our sustainability governance, p. 21–24</p> <p>SR, 02.5 – Customers, p. 75–77</p> <p>SR, 02.6 – Own operations, p. 78–84</p> <p>SR, 05.4 – Our expanded sustainability governance, p. 148-153</p> <p>SR, 05.5 – Our commitment to human rights, p. 154 f.</p>				
2-25	Processes to remediate negative impacts	<p>SR, 01.7 – Our sustainability integration approach, p. 18–20</p> <p>SR, 02.4.5 – Health and well-being, p. 72–74</p> <p>SR, 02.5.1 – Allianz’ customer experience strategy, p. 75</p> <p>SR, 04.3 – Compliance, p. 125–128</p> <p>SR, 05.3.1 – How we engage with stakeholders, p. 146</p> <p>SR, 05.5 – Our commitment to human rights, p. 154 f.</p> <p>AR, Human rights matters, p. 68</p>	Different policies, procedures, controls and mechanisms have been put in place to remediate negative impacts across AZ’s business activities and operations and information related to the same has been included in the corresponding sections across the report, as applicable			

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Strategy, policies and practices continued						
2-26	Mechanisms for seeking advice and raising concerns	SR, 04.3 – Compliance, p. 125–128 SR, 02.5.1 – Allianz’s customer experience strategy, p. 75 AR, Corporate Governance Statement, p. 16–23				
2-27	Compliance with laws and regulations			2-27 a., b., c., d.	Confidentiality constraints	<ul style="list-style-type: none"> The internal report contains, amongst other subjects, information about potential IT security vulnerabilities as well as ongoing legal and compliance matters. Disclosure of these confidential issues/control failures, in particular, has potential to in-and-of itself create risks for the company. As such, we have elected to refrain from their publication. The topic will be reassessed at the latest with the introduction of the CSRD requirements.
2-28	Membership associations	SR, 03.2 – Strategies, p. 98 SR, 05.3.2 – Partnerships for change, p. 147				

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GRI Standard	Disclosure	Location	Direct answers	Requirement(s) omitted	Notes and Omissions	
					Reason	Notes/Explanation
Stakeholder engagement						
2-29	Approach to stakeholder engagement	SR, 02.4 – Human resources, p. 64–74 SR, 05.3.1 – How we engage with stakeholders, p. 146 SR, 05.7 – Materiality analysis, p. 158 f.				
2-30	Collective bargaining agreements	SR, 02.4.4 – Human resources – Talent acquisition and employee engagement, p. 71 f.	100% of employees in Europe, including UK – are represented by independent trade unions or covered by collective bargaining agreements.	2-30 a., b.	Information unavailable/incomplete	Limited Scope for Europe countries. For employees outside Europe, we cannot make any statement as working conditions including collective bargaining agreements are subject to local law

GRI 3: Material Topics 2021

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Stakeholder engagement continued						
3-1	Process to determine material topics	SR, 05.7 – Materiality analysis, p. 158 f. Note – As no new materiality assessment has been conducted during 2022, the full detailed description of the materiality process followed is the same as that described on p. 101 of AZ 2021 SR.	<ul style="list-style-type: none"> Our report content and boundaries are based on the outcomes of the 2021 materiality assessment (including the associated stakeholder consultation). Furthermore, our report includes topics defined as material by sustainability rating and benchmarking providers, reporting experts and SRI analysts. <p>Based on this input from our stakeholders and the reporting principles outlined in GRI 1, we have defined the content of this report.</p> <p>Disclaimer statement – We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). For 2022, there were no significant changes to the process or list of material topics compared to the previous year.</p> <ul style="list-style-type: none"> For the previous materiality assessment conducted in 2021, the views of stakeholders were collected during the identification and prioritization phases on two aspects: the importance of topics to society (encompassing economic, societal and environmental aspects) and the importance of topics to the Allianz business (including potential impact on our business). 	3-1 a. – partially omitted	Information unavailable/incomplete	See disclaimer statement (3-1, direct answers column).

GRI 3: Material Topics 2021

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
Stakeholder engagement continued						
3-2	List of material topics	SR, 05.7 – Materiality analysis, p. 158 f.	We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). For 2022, there were no significant changes to the process or list of material topics compared to the previous year.			

Topic Standards – Economic

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
GRI-201: Economic Performance (2016) (Material topics name as per Allianz materiality assessment: Sustainability integration into products, Financial inclusion)						
3-3	Management of material topics	SR, 01.4 – Our sustainability approach, p. 10 f. SR, 01.5 – Our climate approach, p. 12 f. AR, Non-Financial Statement; Materiality, p. 58–59	<ul style="list-style-type: none"> Our stakeholders expect us to be a financially stable, resilient and high-performing company. Furthermore, we believe that it is material to manage the risks and opportunities related to climate change. We also consider SDG 8 (decent work and economic growth) as one of our three priority SDGs and our contribution to this SDG through different business practices and activities has been included in relevant sections across the report. Boundary: Allianz Group. Limitations: None. <p>Note: We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). We have disclosed on some of our impacts from our different business practices, we will be looking at our external and internal impacts and related performance disclosures in further detail during future cycles.</p>			

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
201-1	Direct economic value generated and distributed	SR, 02.1 – Sustainability in insurance, p. 27–36 AR, Executive Summary of 2022 Results, p. 78–79 AR, Consolidated Statement of Cash Flows, p. 126–128 AR, Business segment information, p. 146–149				
201-2	Financial implications and other risks and opportunities due to climate change	SR, 01.7 – Our sustainability integration approach, p. 18–20 SR, 03.1.1 – The net-zero challenge, p. 91 SR, 03.1.2 – Our climate footprint, p. 92 f. SR, 03.1.3 – Climate-related risks and opportunities, p. 94				

Topic Standards – Economic

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
GRI-205: Anti-Corruption (2016) GRI 206: Anti-competitive Behaviour (2016) (Material topics name as per Allianz materiality assessment: Ethics and responsible business, Social and political unrest)						
3-3	Management of material topics	SR, 04.3 – Compliance, p. 125–128	<ul style="list-style-type: none"> Being compliant with laws and regulations (i.e. anticorruption, anti-bribery, anti-competitive behavior) is a key priority for us to keep the trust of our stakeholders. Boundary: Allianz Group. Limitations: None. <p>Note: We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). We have disclosed on some of our impacts from our different business practices, we will be looking at our external and internal impacts and related performance disclosures in further detail during future cycles.</p>			
205-2	Communication and training about anti-corruption policies and procedures	SR, 04.3 – Compliance, p. 125–128 AR, Non-Financial Statement; Compliance/anti-corruption and bribery matters, p. 71				
205-3	Confirmed incidents of corruption and actions taken	SR, 04.3 – Compliance, p. 125–128	No material violations of corruption laws or corresponding official proceedings were reported to the Group.			

Topic Standards – Economic

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		For information on the Allianz Group 2020 Code of Conduct, please have a look at the Allianz company website.	206-1	Confidentiality constraints	<ul style="list-style-type: none"> The internal report contains, amongst other subjects, information about potential IT security vulnerabilities as well as ongoing legal and compliance matters. Disclosure of these confidential issues/control failures, in particular, has potential to in-and-of itself create risks for the company. As such, we have elected to refrain from their publication. The topic will be reassessed at the latest with the introduction of the CSRD requirements.

Topic Standards – Economic

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
GRI 207: Tax (2019) (Material topic name as per Allianz materiality assessment: Responsible Tax)						
3-3	Management of material topics	SR, 04.4 – Tax transparency, p. 129 AR, Non-financial statement; Social matters, p. 65 Tax Transparency Report, p. 2–8	<ul style="list-style-type: none"> The taxes we pay are an important part of our wider economic and social impact and play a key role in the development of the countries in which we operate. Boundary: Allianz Group. Limitations: None. <p>Note: We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). We have disclosed on some of our impacts from our different business practices, we will be looking at our external and internal impacts and related performance disclosures in further detail during future cycles.</p>			
207-1	Approach to tax	SR, 04.4 – Tax transparency, p. 129 AR, Non-financial statement; Social matters, p. 64–65 Tax Transparency Report, p. 2–3, 7–8				

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				Requirement(s) omitted	Reason	Notes/Explanation
207-2	Tax governance, control, and risk management	SR, 04.4 – Tax transparency, p. 129 AR, Non-Financial Statement; Social matters, p. 64–65 Tax Transparency Report, p. 3–5				
207-3	Stakeholder engagement and management of concerns related to tax	Tax Transparency Report, p. 4–6				
207-4	Country-by-country reporting	Tax Transparency Report, p. 9–15	Our Tax Transparency Report provides an overview of the total income, profit before income taxes, current income tax, income tax paid, expected income tax rate, effective income tax rate, tangible assets and number of employees per certain countries and the Group in total (based on consolidated IFRS Group financials without intercompany profit/loss/reinsurance elimination and IFRS Group consolidation hierarchy which can include entities/investments/branches situated in other countries). Omissions to certain GRI 207-4 data requirements result from unavailability of data, esp. from different reporting hierarchy requirements.	207-4 b. iv., 207-4 b. v., 207-4 b. x.	Information unavailable	Required data granularity not yet available. Further improvements envisaged for SR 2023.

Topic Standards – Environment

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions	
				Requirement(s) omitted	Reason Notes/Explanation
GRI-301: Materials (2016) GRI 302: Energy (2016) GRI 303: Water and Effluents (2018) GRI 305: Emissions (2016) GRI 306: Waste (2020) (Material topics name as per Allianz materiality assessment: Climate Change, Environmental footprint in operation, Sustainability integration into products, Natural disasters)					
3-3	Management of material topics	SR, 01.4 – Our sustainability approach, p. 10–11 SR, 01.5 – Our climate approach, p. 12–13 SR, 02.2.2 – Climate change and decarbonization targets for proprietary investments, p. 47–50 SR, 02.6 – Own operations, p. 78–84 SR, 03.1.2 – Our climate footprint, p. 92 f.	<ul style="list-style-type: none"> Managing our organization environmental impacts is a material issue determined by our stakeholders. Boundary: Allianz Group. Limitations: See SR, Appendix, Explanatory Notes <p>Note: We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). We have disclosed on some of our impacts from our different business practices, we will be looking at our external and internal impacts and related performance disclosures in further detail during future cycles.</p> <p>See also:</p> <p>For information on the Allianz Group 2021 Environmental Guideline, please have a look at the Allianz company website.</p> <p>For information on the Allianz Group 2019 Climate Change Strategy, please have a look at the Allianz company website.</p>		

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301-1	Materials used by weight or volume	SR, 02.6.7 – Reducing paper use, p. 84 f., Table ENV-9, p. 80				
301-2	Recycled input materials used	SR, 02.6.7 – Reducing paper use, p. 84 f., Table ENV-9, p. 80				
302-1	Energy consumption within the organization	SR, 02.6.4 – Embedding sustainability in our buildings; Energy efficiency and energy consumption, p. 83 f., Table ENV-3, ENV-4, ENV-5, p. 78				
302-3	Energy intensity	SR, 02.6 – Own operations, Table ENV-3, p. 78				
302-4	Reduction of energy consumption	SR, 02.6.4 – Embedding sustainability in our buildings, Table ENV-3, p. 78				
302-5	Reductions in energy requirements of products and services	SR, 02.2.2 – Climate change and decarbonization targets for proprietary investments, p. 48 f. SR, 03.1.2 – Our climate footprint, Table TCFD-1, p. 92 f. SR, 03.3 – Targets, Table TCFD-4, p. 100 f.				
303-1	Interactions with water as a shared resource	SR, 02.6.4 – Embedding sustainability in our buildings; Water consumption, p. 83 f., Table ENV-7, p. 79	Allianz is a service company, thus our main water use is related to our operations (sanitary use, kitchens, etc.)			
303-2	Management of water discharge-related impacts		Local entities manage their water related discharge in line with local environmental requirements			

Topic Standards – Environment

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				Requirement(s) omitted	Reason	Notes/Explanation
303-5	Water consumption	SR, 02.6.4 – Embedding sustainability in our buildings; Water consumption, p. 83, Table ENV-7, p. 79				
305-1	Direct (Scope 1) GHG emissions	SR, 02.6 – Own operations, Table ENV-2, p. 78				
305-2	Energy indirect (Scope 2) GHG emissions	SR, 02.6 – Own operations, Table ENV-2, p. 78				
305-3	Other indirect (Scope 3) GHG emissions	SR, 02.6 – Own operations, Table ENV-2, p. 78				
305-4	GHG emissions intensity	SR, 02.6 – Own operations, Table ENV-2, p. 78				
305-5	Reduction of GHG emissions	SR, 02.6 – Own operations, Table ENV-2, p. 78				
306-1	Waste generation and significant waste-related impacts	SR, 02.6.4 – Embedding sustainability in our buildings; Managing waste, p. 83, Table ENV-8, p. 79	Allianz is a service company, thus our main waste output is related to our own operations.			
306-2	Management of significant waste-related impacts		Local entities manage their waste related output in line with local environmental requirements	306-2	Information unavailable/incomplete	Information not yet collected at Group level
306-3	Waste generated	SR, 02.6 – Own operations, Table ENV-8, p. 79	Note to table ENV-8: Hazardous waste is included in the category special waste.			

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
<p>GRI-401: Employment (2016) GRI 405: Diversity and Equal Opportunity (2016) GRI 413: Local communities (2016) (Material topics name as per Allianz materiality assessment: Ethics and responsible business, Human rights, Data privacy, Diversity and Inclusion, Talent attraction and retention, Health and healthcare access, Local community engagement, Demographic change)</p>						
3-3	Management of material topics	SR, 01.4 – Our sustainability approach, p. 10–11 SR, 01.6 – Our social approach, p. 14–17 SR, 02.4 – Human resources, p. 57–74 SR, 02.7 – Corporate Citizenship, p. 85–89	<ul style="list-style-type: none"> Generating jobs and hiring qualified employees, having fair employment mechanisms and having processes for strategic talent attraction and retention are material concerns of stakeholders regarding our people management at Allianz Group. Boundary: Allianz Group, Employees. Limitations: None. <p>Note: We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). We have disclosed on some of our impacts from our different business practices, we will be looking at our external and internal impacts and related performance disclosures in further detail during future cycles.</p>			

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
401-1	New employee hires and employee turnover	SR, 02.4 – Human resources – Table HR-5, HR-6, p. 59				
404-1	Average hours of training per year per employee	SR, 02.4 – Human resources – Table HR-11, p. 60	Providing training and education opportunities to our employees is a material topic. It ensures that they have the skills needed for the future.			
404-2	Programs for upgrading employee skills and transition assistance programs	SR, 02.4.1 – Learning and development, p. 66-67 SR, 02.4 – Human resources – Table HR-11, HR-13, HR-14, p. 60 f.				
405-1	Diversity of governance bodies and employees	SR, 02.4 – Human resources – Table HR-7, p. 59 SR, 02.4.3 – Diversity, Equity and Inclusion, p. 68–69				
405-2	Ratio of basic salary and remuneration of women to men	SR, 02.4 – Human resources – Table HR-17, HR-18, p. 62				

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
GRI 415: Public Policy (2016) (Material topics name as per Allianz materiality assessment: Ethics and responsible business, Local community engagement, Social and political unrest)						
3-3	Management of material topics	SR, 04.2 – Regulatory and public affairs, p. 124	<ul style="list-style-type: none"> • Taking positions publicly and influencing public opinion is a material topic for our stakeholders. • Boundary: Allianz Group, Governments/Regulators. Limitations: None. <p>Note: We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). We have disclosed on some of our impacts from our different business practices, we will be looking at our external and internal impacts and related performance disclosures in further detail during future cycles.</p>			
415-1	Political contributions	SR, 04.2 – Regulatory and public affairs, p. 124		415-1	Information unavailable/incomplete	<p>Data not available on a global scale, but only for Germany. We continue our efforts to enlarge the scope.</p> <p>German-based political donation: €20,000 to CDU, CSU, SPD, the Green Party and FDP, respectively. Every party's youth organization received a grant of €10,000 to support their focus on future social issues.</p>

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
GRI 417: Marketing and Labelling (2016) GRI 418: Customer Privacy (2016) (Material topics name as per Allianz materiality assessment: Customer innovation, Cybersecurity, Data privacy, Data and AI Ethics)						
3-3	Management of material topics	SR, 02.5 – Customers, p. 75-77 SR, 04.3 – Compliance; Fair competition, p. 127 AR, Non-Financial Statement; Responsible consumer/sales, p. 65 AR, Non-Financial Statement; Data privacy, p. 66	<ul style="list-style-type: none"> Responsible sales and marketing communications is a material topic to ensure the trust between us and our customers and other stakeholders. Boundary: Allianz Group, Customers Limitations: None <p>Note: We intend to undergo, latest for fiscal year 2024, a comprehensive materiality assessment process which will be in accordance with the Corporate Sustainability Reporting Directive (CSRD) provisions, which will include identifying material sustainability matters from an impact perspective (our impact on the environment and people) and a financial perspective (risks and opportunities related to sustainability matters). We have disclosed on some of our impacts from our different business practices, we will be looking at our external and internal impacts and related performance disclosures in further detail during future cycles.</p>			
417-1	Requirements for product and service information and labelling	SR, 02.5 – Customers; Responsible sales, p. 77 SR, 04.2 – Regulatory and public affairs, p. 124				

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GRI Standard	Disclosure	Location	Direct answers	Notes and Omissions		
				Requirement(s) omitted	Reason	Notes/Explanation
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR, 02.5 – Customers; Responsible sales, p. 77 SR, 04.1.2 – Data Privacy; Privacy risk management, p. 122 AR, Other Information; Litigation, guarantees, and other contingencies and commitments, p. 182–183		418-1 a., b.	Confidentiality constraints	Our current policies classify this data as confidential and, therefore, we cannot disclose for the time being. We are exploring the possibility to change this view in the future.



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