

Year-end 2023

Health and safety

The health, safety, physical, and mental well-being of our employees is a top priority. We aim to sustain and improve employee health and well-being across our global workforce. Two key levers to achieve this ambition are our Minimum Health Requirements and our Occupational Health and Safety (OHS) Management system.

The four Minimum Health Requirements are:

1. **Professional Support:** Allianz offers employees 24/7 free of charge access 24/7 to professional psychological support through Employee Assistance Programs.
2. **Leadership Enablement:** Allianz offers targeted health and well-being training for people leaders both through #lead program and other platforms to ensure managers are equipped with the knowledge to sustain employee health and well-being as well as to strengthen resilience in their teams.
3. **Employee Feedback:** Employees have the opportunity to give once a year feedback on their health and well-being through global surveys, such as Pulse surveys.
4. **Focus Time:** Meeting-free calendar days have been introduced to provide most employees with time to focus on their work.

The four Minimum Health Requirements are reinforced by the "Agreement on Guidelines concerning Work Related Stress and Minimum Health Requirements" between the Allianz SE and Allianz SE's (European) SE Works Council. It applies to Allianz SE and its subsidiaries with registered offices in the Member States of the EU, the contracting states of the EEA, the UK, and Switzerland. All best endeavors will be made to adopt the minimum health requirements across the Allianz family, where national legislation does not prevent this.

The Minimum Health Requirements were monitored regularly and reported to both management and employee representatives once a year, which shows our commitment to the well-being of our global workforce.

To effectively manage Occupational Health and Safety (OHS) matters, local Allianz entities have furthermore implemented OHS management systems. They include OHS risk and hazards assessments, dedicated action plans to mitigate these risks as well as emergency actions. Internal inspections take place frequently and progress in reducing and preventing health issues and risks is assessed against targets on a regular basis. This includes procedures to investigate work-related injuries, ill health, diseases, and incidents. Our workforce is trained regularly to raise awareness and reduce operational health and safety incidents. The health and safety of our global workforce is measured via our Work Well Plus Index (WWI+) and other KPIs.

Health and safety (S1-14)

As of 31 December 2023	Unit	2023
Number of fatalities related to work-related injuries/ill health	#	1
Number of recordable work-related accidents	#	847
Rate of recordable work-related accidents	Per one million work hours	3.71
Cases of recordable work-related ill health ¹	#	355
Number of days lost to work-related injuries/ fatalities/ accidents/ ill health ^{1,2}	#	16,665

1_The data of reporting unit AZ Partners_Service is not included in cases of recordable work-related ill-health and number of days lost to work-related injuries/fatalities/accidents/ill health.

2_Globally, where national legislation or local culture/ norms do not prevent this.

Health and safety (additional KPIs)¹

As of 31 December 2023	Unit	2023
RACo employees covered by Allianz Occupational Health and Safety Policy	%	92
Operating entities covered by Occupational Health and Safety (OHS) management systems	%	88
Employees covered by Occupational Health and Safety (OHS) management systems	%	91
Employees that are regularly trained to raise awareness and reduce OHS incidents	%	90
Operating entities that evaluate progress in reducing and preventing health issues and risks against pre-defined targets	%	75%
- Covered employees:	%	88%
Operating entities with procedures in place to investigate work-related injuries, ill health, diseases, and incidents (covered employees)	%	87%

1_To provide a global overview of OHS matters, a sample of operating entities covering 84% of our employees worldwide were taken into consideration.