



ALLIANZ IRELAND

Building for the future

Sustainability brochure 2023

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01

Building for the future

Building for the future



Phillip Gronemeyer
CEO Allianz Ireland

1.1 CEO overview and ambition

At Allianz Ireland, as part of a global movement, we aim to lead and shape the sustainability landscape and we're dedicated to driving tangible impact for communities, customers, and the

environment in which we operate. Our work addresses both the immediate and the long term; from taking specific actions on areas like reducing our carbon footprint to helping customers future proof their homes as we all adapt to changes in climate. We use our position as insurer, investor, asset manager, employer, and community partner to help tackle climate change through mitigation and adaptation. I am pleased to note that Allianz Ireland, has made strong progress over the past year. In 2023 we appointed Justyna Banasik as our first Head of Sustainability in Allianz Ireland, a new role on our executive team, designed to drive accountability, action, and put sustainability at the heart of our decision making.

It is a continuous journey and one where we must keep raising the bar. To do so,

we have placed a particular emphasis on helping our most important stakeholders - our customers, our employees, and the communities we serve.

Helping customers

As a leading home insurer, in 2023, we were very proud to launch two major initiatives directed at making Ireland's housing stock more sustainable: Climate Safe Homes and Rebuild Better. These bold initiatives, along with other actions in this brochure, underline our commitment to responsible and proactive mitigation and adaptation practices aimed at protecting our customers and securing their future.

Sustainability in the workplace

Sustainability is at the heart of where we work, as well as how we work. Among the many measures detailed in our brochure, we are pleased to note that in 2023 we achieved the Great Place To Work (GPTW) certification.

Partnerships in the community

As an organisation, we are very aware of the challenges many people still face in society. As such, we actively partner with

organisations that encourage equality, mental well-being, and promote physical health including our work with Women's Aid, the Olympic Federation of Ireland, Paralympics Ireland, and the GAA. In 2023 we extended our long-standing partnership with the GAA to include our sponsorship of the All-Ireland Senior Football Championship and the Camogie Association.

Our Allianz Ireland Sustainability 2023 brochure gives a breakdown of the actions we have implemented so far as we play our part. In 2024, Allianz Ireland will continue to build on the progress outlined in this brochure. Importantly, these initiatives leverage the resources, frameworks, and standards locally and globally that will enable our sustainability journey in the long run. By leaning into our own internal taskforces and working collaboratively with Allianz Group and other external stakeholders, we aim to reap the progress from 2023 and become more ambitious as we look towards 2024 and beyond.



Justyna Banasik
Head of Sustainability

1.2 Head of Sustainability Overview

A Step forward for sustainability

In 2023 Allianz Ireland took another step forward for sustainability and created a new role of Head of Sustainability. The creation of this executive level role is further evidence of Allianz Ireland's dedication to facilitating positive change and ensuring that actions relating to sustainable practice are driven at the highest level.

I am delighted to elevate our sustainability strategy which emphasises supporting community cohesion, employee engagement, and sustainable business practices. To ensure this, I am working with colleagues across the business to embed ESG considerations throughout Allianz Ireland. A focus for 2024 will be leading the development of decarbonisation roadmaps for Allianz Ireland's insurance portfolios in addition to our own operations and our investment portfolios.

Sustainability: a holistic approach

At Allianz Ireland, we view sustainability from a holistic perspective; we are dedicated to delivering on our targets and supporting our customers and our community partners. We believe in working for a sustainable climate as well as for a sustainable society at both a global and local level.

Sustainable solutions framework

At Allianz Group level, a number of sustainability programmes are in progress and one such initiative which we have incorporated locally is the Sustainable Solutions Framework which is used to assess compliance with EU Taxonomy rules and Allianz Sustainable Value Proposition Criteria. As of 2023, this framework was incorporated into our Product Oversight and Governance and as a result any Allianz P&C insurance product must be certified in accordance with this framework before being advertised as 'green' or 'sustainable'.

Digital transformation

Allianz Ireland is taking steps to embed low emission technologies marking a significant step towards sustainability. Our ongoing digital transformation is making progress, enabling us to serve our customers with greater efficiency while minimising our environmental footprint. Through this transformation, we are embracing innovative methods to deliver services and to significantly reduce our reliance on traditional resources like paper. In this, our second annual sustainability brochure, we detail the ambitious work that we have done in 2023 to further integrate sustainability into everything we do. I look forward to continuing our progress into 2024 and beyond.

For more information on Allianz Ireland's sustainability initiatives visit allianz.ie/about/sustainability



1.3 Setting the framework and standards

At Allianz, we value and honour our role in helping to tackle climate change, prevent environmental degradation, and enhance social inclusion. This ethos underpins our purpose statement - "we secure your future." A global movement

towards a more sustainable future is upon us, and we want to be a part of this in every way we can.

Allianz Group operates in 70 countries worldwide with over 150,000 employees and 125 million customers. As part of that Group, we at Allianz Ireland want

to drive real impact across societies, economies, and the arena in which we do business. To this end, we have crafted and started to implement a robust sustainability strategy.

In September 2023, Allianz Group published its first Net-Zero Transition Plan, which substantiates the company's long-term strategic climate commitment to achieve net-zero emissions by 2050 in its proprietary investment. In addition, it lays out the details for our 2030 intermediate targets to decarbonize own operations, proprietary investment, and P&C underwriting.

Four U.N. Sustainable Development Goals (SDGs) are a key focus for us in embedding sustainability at Allianz Ireland. We are active in promoting societal, economic, and environmental change. Within our SDG Priorities, **Environment SDG 13 Climate** is a focus for us and this focus is reflected in our operations, customer support and product development. We also prioritise **SDG 8 Decent work** and economic

growth and so invest in providing a safe, inclusive workplace, with ample learning and development opportunities. For societal change, we focus on **SDG 5 Gender equality**, in particular focusing on helping eliminate gender-based violence as a priority, given that this is one of the most pervasive human rights violations. We do this through our partnership with Women's Aid. We also work towards the goal of **SDG 17 Partnership**. Here, we use leadership, oversight, and measurement to build a supportive, collaborative culture, one that allows us to all grow together. Through various short and long-term plans, we continue taking actions to reduce our carbon footprint. This enables us to work in a more sustainable way and helps to build a better future for ourselves and the people we serve. This document outlines the various initiatives that are being taken, and their impact.

02

A blurred image of a wind turbine is centered in the background. The turbine's blades are light-colored and extend diagonally across the frame. The background is a smooth gradient from a teal color at the top to a brownish-orange color at the bottom. The text 'Reducing the carbon footprint' is overlaid in a large, white, sans-serif font.

Reducing the carbon footprint

Reducing the carbon footprint towards our interim GHG emission reduction targets

2.1 Introduction

Following the success of our climate change initiatives in 2022, Allianz Ireland engaged in more activities in 2023 to accelerate our journey to reaching interim GHG emission reduction targets.

Allianz Ireland has gone beyond its original target for an 8% reduction in greenhouse gas (GHG) emissions against the base year of 2019. We achieved

a 29% overall reduction, which was a big help in our efforts to reduce the carbon footprint. Emissions reduction from energy, travel, paper and waste contributed to this overall result, as did our people and policies.

Our team members at Allianz Ireland help us to drive sustainability throughout the business. To help employees incorporate best practice as part of

their daily work, we are putting various supports in place. One example is the availability of electric vehicle chargers at our head office.

Our digital transformation helps us to deliver for customers in new, more efficient ways, and to reduce our use of resources such as paper. So far, the increased digitalisation of processes, and the application of an online discount rate reduced our paper consumption by 21% on each policy.

2.2 Decarbonising our underwriting portfolio

While tracking and reducing the GHG emissions of a P&C insurance portfolio is complicated, we are steadfast in our commitment to do so.

Allianz Group has collaborated with the Partnership for Carbon Accounting Financials (PCAF) on the development of the Global GHG Accounting and Reporting Standard for Insurance-Associated Emissions.

We have been working to this reporting

standard, which was launched at COP27 in 2022. It is designed to increase transparency and support the delivery of climate-related initiatives for all stakeholders. The standard helps in transitioning to more climate-friendly practices, by ensuring decarbonisation strategies for underwriting portfolios are compatible with the Paris Agreement.

2022 saw Allianz Group complete an initial baselining of its Retail Motor portfolio emissions. Following on from this a number of the largest Retail Motor businesses within Allianz Group used this methodology to baseline and plan towards decarbonising their portfolios and this will be rolled out to further Operating Entities.

Allianz Ireland will use the same methodology and process developed by Allianz Group through its collaboration with PCAF. We will implement it as part of our voluntary commitment to baseline Retail Motor emissions in 2024. Energy, Mobility and Buildings are three key sectors where Allianz Group is driving change. These areas have

been selected due to their capacity to have the biggest impact from a climate change perspective.

2.3 Sustainable solutions – collaborations and frameworks

At Allianz Group level, a series of sustainability programmes are in progress, and we have incorporated a number of these initiatives into our activities. During 2022, Allianz Ireland representatives played a key role in helping to develop a new Sustainable Solutions Framework.

Today, any Allianz P&C insurance product set to be marketed as 'sustainable' or 'green' must be certified in accordance with the framework. An Allianz P&C insurance product seeking Allianz sustainable solution certification must meet all EU taxonomy requirements and various other environmental and social criteria. As of January 2023, Allianz Group holds this assessment as a mandatory step, which must be taken when a new product is being introduced.

At Allianz Ireland, we have incorporated this requirement within our Product Oversight and Governance procedures, ensuring sustainability factors are appropriately assessed during material product developments. We strive to manage our business in a way that creates positive impacts, balancing customer needs, compliance, and environmental concerns.

Progress has already been made. The Allianz Ireland Pet Product successfully underwent the assessment in 2023 and achieved Sustainable Solutions certification. Direct Home and Direct Motor Own Damage products are also scheduled for certification during 2024.

The results of the previous evaluations will guide us in taking the right actions to close any gaps as we work towards sustainable solution certification across the entire product suite.

2.4 Decarbonising our investment portfolio

Allianz Group commits to growing sustainability in its investment portfolio by 2050. However, reducing GHG emissions and having real-world impact in a global, diversified investment portfolio is a complex challenge. No simple solution exists, but we are determined to make progress. An intermediate target was put in place to reduce emissions by 25% in tradeable corporate bonds by year-end 2024

(compared to 2019). That was already achieved two years ahead of target. Allianz Group is aligned with the Net-Zero Asset Owner Alliance's (NZAOA) recommendations for target setting. We plan to extend quantitative targets to various other asset classes once methodologies for measuring carbon are developed. We also work with sector targets that focus on oil and gas, and engagement targets that examine the highest emitters. There are also targets for financing the transition, which relate to investment in climate positive solutions.



03

Sustainable business practices

Sustainable business practices to secure your future

A strong commitment to running our business sustainably and with integrity remains, even in a changing world. It brings us the trust of customers, employees and other stakeholders. A deep, systematic integration of sustainability criteria is part of our business processes and investment

decisions. This has earned Allianz Group one of the industry's leading scores in the S&P Global Corporate Sustainability Assessment, and once again, Allianz Group was included on the Dow Jones Sustainability Index.

3.1 Embedding sustainability into procurement and supply chains

As part of our focus on better ways of working, Allianz Ireland encourages sustainable procurement practices through our updated procurement processes. This includes refreshed policies and inclusion of sustainability factors in sourcing processes. These measures are carried out whilst ensuring that no aspect of the supply chain is adversely impacted by our decisions. At a global level, Allianz Procurement is continuing further works to ensure that both local and international procurement activities are carried out in a way that enhances our sustainability targets, such as investing in Sustainable Aviation Fuel (SAF), purchasing SAF to counteract unavoidable business travel and also further updating measures by which we scrutinise our supply chain. A proactive sustainable procurement policy requires transparency amongst all segments of the business and our procurement champions, who are integrated across the business areas, support this. These champions have

responsibility for ensuring all areas of the business are aware of the organisation's procurement policy and sustainability requirements.

3.2 Sustainable investment

As a responsible investor, Allianz Group drives positive outcomes and embeds sustainability in its core business processes to manage risks and capture opportunities. We also operate a range of sustainable investment practices.

With the support of the Allianz Asset Manager Management team, ESG is a key consideration in the Asset Manager selection processes. Having an ESG policy, evidence of adherence to it, or the inclusion of Principles for Responsible Investment (PRI) signatories are important criteria. These are always brought into consideration and regular review meetings on ESG topics are conducted for existing Asset Managers.

Through the support of Allianz Investment Management (AIM), ESG screening is performed on individual

investment opportunities in non-listed assets.

For listed assets held directly, an ESG scoring process is applied. The scoring process assesses the sustainability performance of individual issuers across 35 key issues (e.g. carbon emissions, toxic emissions and waste, labour management, business ethics, etc.). This uses sustainability data provided by the external data provider MSCI ESG Research.

Active engagement occurs between the AIM Sustainable Investing Team and those taking actions i.e. investee, to decarbonise their operations and mitigate climate change in the real economy.

Exclusion lists, which are maintained by Allianz Group, are also adhered to. A range of exclusions are covered, for example those around controversial weapons, or coal-based business models.

We also seek sustainable investments. At year-end 2023, Allianz Ireland directly held a volume of €121m in green, and social or sustainable linked bonds. This is broken down into €80m in green bonds, and a further €41m in sustainable, social linked bonds. In addition, Allianz Ireland committed €15m to a renewable energy fund in 2023. Over €10.3m of that was invested at year end 2023, with the remainder expected to be implemented by Q2 2024.

3.3 Climate Safe Homes

Climate Safe Homes is a first-of-its-kind project for the Irish insurance industry, an exciting initiative aimed at accelerating climate adaptive home building in Ireland.

Climate adaptation is defined as the “process of adjustment to actual or expected climate and its effects”. While every effort to mitigate future climate change must be made in order to contain global warming to 1.5 degrees, as the leading home insurer in the Irish Market, Allianz are committed to supporting

the drive for climate adaptation in Ireland through Climate Safe Homes.

Following approval for the project by the Allianz Ireland Board of Management in 2023, a programme of engagement with key stakeholders across the construction supply chain was undertaken to identify the relevant parties needed to establish a working group for the project. This working group comprises of organisations from across the construction sector in addition to academia, Government Departments and national services. The working group, under the stewardship of an independent Chairperson, will work to develop the blueprint for climate adaptive homes in Ireland. The working group will convene for its initial meeting in Q2 2024. Key to this project is a two-pronged approach which will ensure that (i) new homes built in the future will be climate adaptive and resilient and (ii) that methods and solutions are identified to retrofit the existing housing stock to adapt to climate change.

3.4 Sustainable features and benefits

As part of our overall approach to ESG, we want to offer products that are sustainable and have sustainability features that support our customers, society and the environment. We have already expanded our standard motor benefits for customers who made the move to electric vehicles. This includes items such as comprehensive cover for accidental damage, fire and theft to charging cables while in use (without impacting the no claims bonus), or legal liability for damages arising from the use of charging cables. Our Breakdown Assistance benefit also covers the cost of towing a vehicle to the nearest charging point or a customer's home charging point.

In Q3 2023, Allianz Ireland introduced a new benefit for all home insurance products called Rebuild Better. Customers experiencing a claim of €50,000 or higher on their buildings cover are entitled to an additional payment of €5,000, over and above

their claim settlement, subject to terms and conditions. This is provided to help make sustainable changes to their home. Furthermore, we introduced a mileage-based tariff in our Direct Motor product, allowing a premium reduction for customers who don't regularly use their car for commuting.

3.5 Claims efficiencies

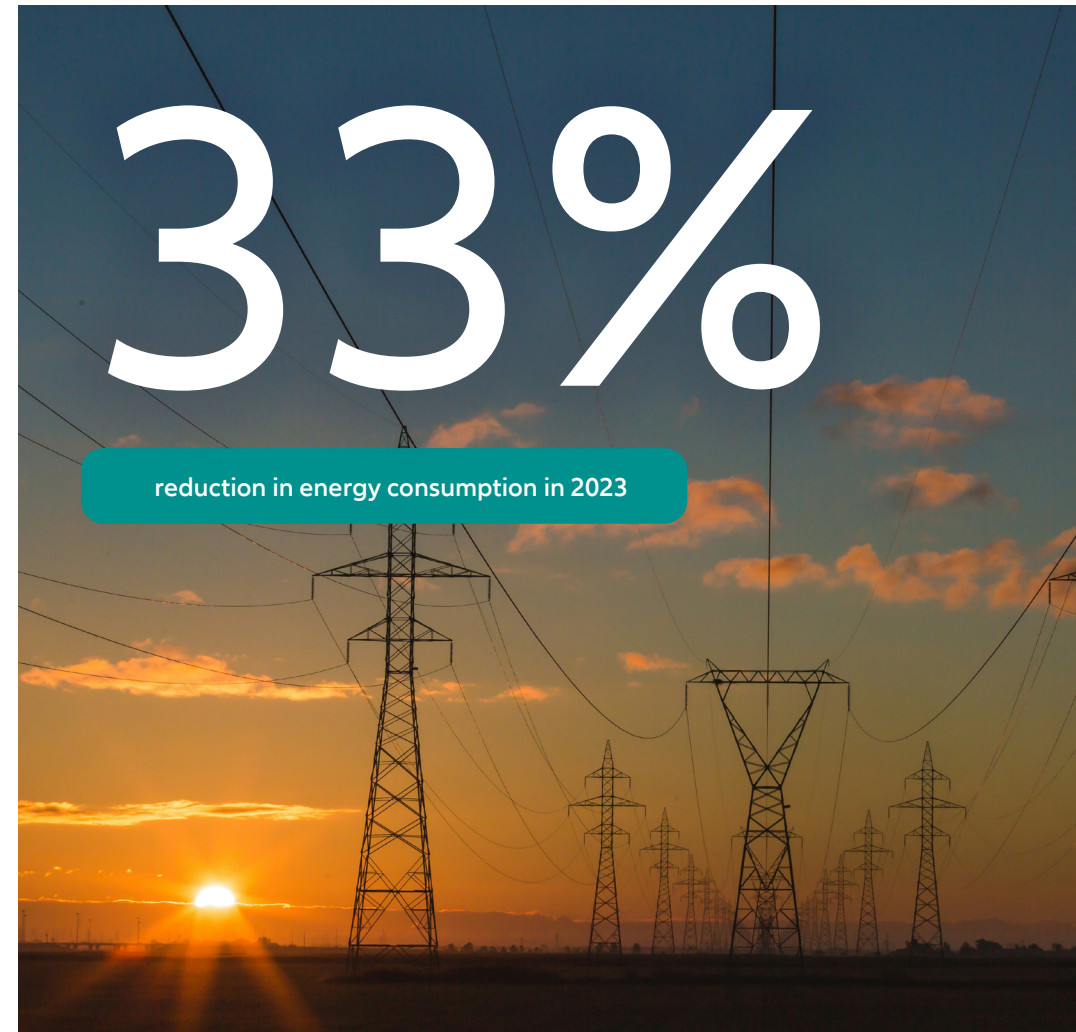
We are committed to simple, intuitive, digital claims journeys that minimise the impact of an event on all our customers. All of our approved partners, windscreen repairers and garages, have a strong ethos of repair over replace where appropriate and safe to do so. Our network of approved partners extends nationwide, providing our customers with the choice of local suppliers who can attend our customers preferred location to have these repairs made and enabling efficient response times to customers in their time of need. Our loss adjustors and motor engineers are committed to remote assessment wherever possible, spending less time

on the road, minimising travel and time impacts, ensuring the claim is dealt with in the most appropriate and time efficient way.

The garages we partner with are qualified and equipped to work on electric and hybrid vehicles, managing repairs and safe disposals of EV car batteries in an environmentally conscious way.

When our customers are in need of a courtesy vehicle due to a crash, we can offer an electric vehicle as an option for them.

Working with our colleagues in Finance, we also facilitate claims payments through EFT to customers where appropriate, minimising the requirement for cheques.



04

General business practices

General business practices

4.1 Getting the day-to-day right

At Allianz Group, we want to be part of a collective effort to ensure everyone can enjoy our natural environment and a good quality of life. These objectives are reachable via science-based practices and a real understanding of the fair distribution of wealth, education and employment opportunities. Driving this level of change requires a collaboration between governments, NGOs, the private sector, academia, and individuals.

Allianz Ireland is aware of its role in creating an equitable, sustainable society. Smart investment and risk management are tools that help us in doing so. We acknowledge our capacity to use our role as an insurer, investor, asset manager, employer

and community partner to embed sustainability within the financial services industry and create positive social and environmental impacts. Our experience, and Allianz Group's global footprint, empower us to be a catalyst for sustainable business in Ireland's financial services sector. The way in which we conduct our business will help us to uphold our principles across our business and in every team.

4.2 Digital transformation and sustainability

To support digital transformation at Allianz Ireland, a Paperless Task Force was set up comprising of experts from across the business. It promoted our digital services as part of reducing the use of paper with customers, brokers, and other stakeholders.

We have partnered with TAPiTAG sustainable digital business cards. This has replaced paper pet insurance leaflets in vet clinics with a QR code leading directly to our pet insurance homepage. In addition, our digital self-serve platform now has an adoption rate of over 73% whilst our current paperless adoption is at 70%, across our direct customer base.

4.3 Sustainable workplace

Energy efficiency and sustainability are incorporated into the Allianz Ireland head office in Dublin. 100% renewable electricity is used to power the building. It also has a passive management cooling system, where windows are automatically opened to allow cooler air to circulate. We continue working with suppliers to boost heating and

cooling system efficiency. A project to install energy-efficient LED lighting was also put in motion. This project, which will save 500,000 KW of energy, will be completed during Q2 2024.

4.4 Sustainable employee practices

We have electric vehicle chargers available at our head office and in addition we have implemented changes in activities such as usage of the car fleet. Hybrid vehicles already represented 40% of the fleet in 2022, as an interim step towards electrifying it completely. By the end of 2023, Allianz Ireland fleet comprised of approximately 20% hybrids and 60% electrical vehicles with a plan in place to reach 100% EVs in 2024.

05

Social inclusion

Social inclusion to secure everyone's future

We partner with organisations that share our values, celebrate diversity, and want to make a positive impact on Irish society. These selected organisations are innovative change makers who help others to be their best. Allianz Ireland is proud to partner with inspirational bodies such as the GAA, the Camogie Association, the Olympic Federation of Ireland, Paralympics Ireland and Women's Aid.

We want to use our role as an employer and corporate citizen to help build a more cohesive society. To this end, we take pride in the longstanding partnerships we have with organisations that make a difference in today's society.

5.1 Women's Aid

Protection is integral to what we do at Allianz Ireland. Our partnership with leading domestic abuse charity, Women's Aid, is a natural extension of that mission to protect, and we take great pride in it. As part of our three year partnership with this organisation, we're committed to investing more than €1m. Through this funding, our focus is on raising awareness of the extent and impact of the issue of domestic abuse in Ireland. We also aim to highlight the vital services Women's Aid provides for the 1 in 4 women in Ireland subjected to abuse by a current or former partner.

Together with Women's Aid, we created our World's Strongest Women

campaign to change the narrative. The campaign is designed to remove the stigma surrounding domestic abuse, and acknowledge the strength that women subjected to it must show on a daily basis. Building on this, in 2022, we established the Stand Strong Movement. An annual movement, Stand Strong calls on the nation to come together in February and stand in solidarity with anyone subjected to domestic abuse. The movement aims to provide a calendar moment where people can unite in calling for an end to this national issue as well as raise vital funds for Women's Aid.

5.2 The Gaelic Athletic Association (GAA)

Allianz Ireland has been involved in

supporting and promoting Gaelic Games for over three decades, driven by our commitment to support local communities to thrive and create an inclusive society for all. In 2023, Allianz Ireland celebrated 31 years of partnership with the GAA as sponsors of the Allianz Leagues, one of Ireland's longest running sports sponsorships. Building on our support of Gaelic Games through the Allianz Leagues, in 2023 we extended our long standing partnership with the GAA, sponsoring the All-Ireland Senior Football Championship. Our support of these competitions allows us to give back at a grassroots level. It also celebrates and supports a key passion of our customers.



5.3 The Camogie Association

In 2023, alongside extending our partnership with the GAA, Allianz Ireland also entered into a partnership with the Camogie Association. We are extremely proud to support the Camogie Association across the Allianz Post-Primary Schools Championships and C aman to Croker. Through our support, we hope to spark a passion for Camogie in young players across the country.

5.4 Cumann na mBunscol

Our partnership with Cumann na mBunscol continues to encourage inclusion and participation through sport. Allianz Cumann na mBunscol is an annual event that aims to promote the culture and ethos of Gaelic Games within primary schools across the island of Ireland.

5.5 Olympic & Paralympic Games

Globally Allianz Group officially began its eight-year partnership with the Olympic and Paralympic Movement in 2021. The partnership is a key element of our ongoing commitment to create an inclusive society, where everyone's unique talents and abilities are noted and celebrated. Locally, we have been a partner of Paralympics Ireland, the body responsible for preparing Irish athletes to compete at the Paralympic Games, since 2010. As the longest standing supporter of Para-sport in Ireland, we were delighted to build on this in 2021 becoming a partner of the Olympic Federation of Ireland as well. Alongside

our partnerships with the Olympic Federation of Ireland and Paralympics Ireland, Allianz is delighted to support two impressive Irish athletes, Ellen Keane and Rhasidat Adeleke, as they pursue their sporting dreams.

5.6 Volunteering

Allianz Ireland's Employee Volunteering Policy, introduced in 2022, helps employees to engage with community based activities. Employees get an additional leave day per year to take

part in volunteering activities during office hours. In 2023, the policy enabled us to deliver help and support where it was needed. We organised a number of offsite volunteering events in support of Women's Aid, the DSPCA, and St. Michaels House, plus an office fundraiser for St. Vincent de Paul in December. These events were all fully subscribed, a great indication of the interest Allianz colleagues have in supporting good causes.



06

Diversity, equity and inclusion

Diversity, equity & inclusion

Diversity, Equity and Inclusion (DEI) is a valuable asset and key tool in reaching our targets for an inclusive workplace culture. At Allianz Ireland, we strive to ensure it is truly embedded in our people and business. The Ahead WAM Programme, As I Am Partnership, Irish Centre for Diversity & Inclusion, Apprenticeship Programme with Insurance Institute are amongst our DEI partners.

As an organisation committed to supporting our employees through hybrid and flexible working arrangements, a series of new employee projects were launched to help us maintain our target inclusive meritocracy culture. A 2023 employee survey revealed our Diversity & Inclusion and CSR index score to be as high as 90%. An impressive score of 95% was achieved in the area of DEI.

Allianz Ireland is a founding signatory of the Women in Finance Charter, and a signatory to the Business in the Community Ireland Elevate Inclusive Workplace Pledge. As part of this, we are actively partnering with organisations that promote gender equality. This includes Investors in Diversity and the 30% club. In 2023, we were once again nominated as a finalist in the National D&I Awards in the categories of Advancing Gender Equality and Advancing Disability Equality. Multiple programmes are in action to provide more disability supports, and new initiatives are frequently introduced, like Mental Health training and a Mental Health Resource guide for managers. Other policies, such as Maternity and Paternity Leave, have been enhanced to help build a more inclusive workplace.

We were successful in re-obtaining the EDGE Move Certification (Economic Dividends for Gender Equality). EDGE is a leading global standard for diversity, equity, and inclusion through promoting a gender balance at all management levels.

In 2023, we undertook a partnership with the Irish Centre for Diversity and Inclusion as part of their Investors in Diversity certification journey. These certifications are the only EDI Mark in Ireland. In June 2023, we achieved Bronze Certification. We began our journey towards Silver accreditation in November and we are in the process of achieving this. Certification is earned via an in-depth survey, where 50% of our employees answer questions on our practices, policies, training and leadership.

In late 2023, we held our second Diversity, Equity and Inclusion Day. It included a number of themes, with an enhanced focus on 'belonging' to mark the diverse nationalities and cultures within Allianz Ireland. The highlight of the day was our As I Am autism awareness training for employees.

On a final positive note, 2023 saw us successful in achieving The Great Place to Work (GPTW) certification. We have also been successfully recognised and listed as part of the GPTW Best Workplaces in Ireland in our first year.



6.1 Enhancing collaboration

In 2023, Allianz Ireland further enhanced its unique anthropological methodology to improve its cross-functional spaces (Smart Circles). This was made possible by the inclusive approach we take to optimising our ways of working, which focuses on continuous reviews and ongoing improvement.

We embraced a collaborative ethnographic approach, where those

charged with implementing new ways of working are explicitly involved in its design—a key outcome of which has been the expansion of our Smart Circle working groups. Approximately 150 Allianz Ireland employees participate in Smart Circles across various working areas. This model is being further enhanced and expanded in 2024 to incorporate more formal Agile structures and to maintain a focus on growing employee engagement through collaborative ways of working.

6.2 Promoting gender equality

Our steadfast commitment to diversity, equality and inclusion has a strong focus on gender equality. This has been acknowledged and awarded both locally and globally.

Allianz Group has been listed in the Bloomberg Gender-Equality Index for the eighth consecutive year.

During 2023 Allianz Group also earned, for the fourth year in a row, a number one ranking in both the insurance sector, and in Germany for the Refinitiv Diversity & Inclusion Index. This global, yearly ranking, published since 2016, has D&I ratings covering four main pillars of diversity, inclusion, people development and controversies. Allianz Group is the only insurance company in the top 100 and the only German company among the top 30.

At Allianz Ireland 53% of our workforce is female. As of November 2023, 38% of all managers are female. We closed 2023 with our Gender Pay Gap report, which showed an improved performance of

0.08% overall. We are a proud Equal Pay company. Having closed the Equal Pay Gap to 0% in 2021, we remain an Equal Pay Employer. In addition, we have put measures in place to ensure that equality remains the status quo.

6.3 Disabilities

Our DEI strategy contains clear and specific references to improving disability inclusion and forging partnerships. We strive to make disability inclusion tangible, so everyone can live the benefits of a diverse and inclusive culture.

We include DEI training as a fundamental pillar of our #Lead Manager Programme, and showcase diversity and inclusion during employee on-boarding. We have additional mandatory and voluntary DEI training throughout the year, which includes Autism Awareness and Mental Health Awareness. Our target culture of Inclusive Meritocracy is also embedded throughout the entire employee lifecycle. Through our focus on disability inclusion, we are actively working to encourage

self-disclosure at all stages of our employee lifecycle journey.

We conducted Self-ID for the first time in 2022 through the Q2 Pulse survey data collection on disability demographics. This included questions on the inclusive workplace and equal opportunities. The aim of collecting disability data is to drive cultural change and increase awareness. It is key for us to establish a baseline of disability inclusion, for public commitments, global rankings and to drive cultural change.

We built on this in 2023, taking a deeper dive to further understand the reasons that could drive reluctance of disclosure and how we can provide an understanding and inclusive workplace to support disclosure.

As part of our 2024 – 2026 disability ambitions we are committed to an annual Self-ID survey to ensure sustainably high workforce representation. A recent pulse survey, which got a 76% response rate, showed that 3% of our team members

self-identified as living with a disability. Some measures are now in place to support our colleagues. One of those is a flexible hybrid working model. A remote work allowance enables team members to purchase equipment and work from a location that suits their requirements.

We operate a collaborative partnership with Ireland's National Autism Charity, As I Am. Allianz Ireland has joined As I Am Communities in Practice and we are continuing our work towards accreditation as an Autism-Friendly organisation. We provided manager and employee training and As I Am conducted a Sensory Audit of our workplace in late 2023.

By working closely with some of our partners and groups like Ahead, As I Am, Ahead and Mental Health First Ireland we want to shine a light on and increase understanding and empathy for those experiencing and living with visible and invisible disabilities.

Allianz Group has been a Valuable 500 member since 2020. This body

collaborates and connects with 500 of the world's most influential businesses and their CEOs for disability inclusion. It works to put disability on the business leadership agenda, and its mission is to use the power of business to drive lasting change for the 1.3 billion people globally who live with a disability.

One of the very real and tangible outcomes of our partnerships are the adaptations we have made at team and organisational level to welcome colleagues with diverse needs and abilities. This has resulted in specific team trainings. The momentum we have is further upheld with a series of other actions:

- We celebrated International Day of People with Disabilities, with a focus on hidden disabilities.
- We are committed to creating an environment free of barriers in our buildings and workplaces.
- We are also making digital tools, software and websites accessible to everyone. We are working on

digital accessibility under the Group-established Centre of Competence for Ergonomics and Usability. This helps to make applications more user-friendly.

- Through our partnerships, we have supported Paralympians and Olympians in their career opportunities, insurance solutions and health activities. We have worked closely with Paralympians to design and develop inclusive physical training sessions. These are targeted at young people and youths with disabilities, aiming to get them involved with sports, through our MoveNow Program.

6.4 Willing Able Mentoring (WAM)

We are entering into our fourth-year partnership with AHEAD in the Willing, Able, Mentoring (WAM) Programme, where we saw a 200% increased headcount of graduate placements by our third year. We are the proud recipients of 2021, 2022 and 2023 WAM Leader Awards.

One of our objectives as part of the WAM Programme is to widen access to mainstream employment for graduates with disabilities while supporting and building a more inclusive workplace. We conduct an AHEAD review of our workplace each year to ensure each new entrant is fully considered with supported workspaces, and a support commitment. The longevity of that partnership ensures sustainable, valuable benefits to us and the disabled community.

6.5 Mental health awareness & supports

Throughout 2022 and 2023, we partnered with Mental Health Ireland to undertake training with our line



managers around mental health awareness and supports for employees. Further information sessions and events were organised to coincide with World Mental Health Day; as part of this initiative, Allianz Ireland rolled out Headspace, a mental wellness app, to all employees. In 2023 we extended the Headspace membership to our employee's family.

All Allianz Ireland employees can access qualified mental health first aiders and a robust Employee Assistance Program is provided.

6.6 Domestic abuse policy

Upon entering our charity partnership with Women's Aid in 2021, we understood the importance of having

practical supports in place for our 600+ workforce. The workplace can often be the last safe space for someone subjected to abuse, so providing a safe, understanding workplace is vital. Before announcing the partnership, we enacted a domestic violence policy, so any member of staff impacted by abuse would be supported. This policy is reviewed annually to ensure the best level of support possible is provided to our employees and in 2023, the number of special days leave was increased.

6.7 Menopause friendly workplace

2023 saw us positively progress on our ambition to be a Menopause Friendly Employer. We trained and rolled out Menopause Champions across the business and launched our Menopause Policy. In addition, we rolled out our Menopause Supports and Resources for Employees and Managers.



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