

Non-Financial Supplement 2023

Sustainability at Allianz Group

Non-Financial supplementary data for the Reporting cycle 2023

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Sustainability Report KPIs

Table ESG-1

ESG referrals and assessments: Total numbers per sector¹

As of December 31		2023	2022	2021
Insurance	#	715	730	850
Proceed with mitigation or additional conditions	#	208	207	197
Proceed with transaction	#	473	490	584
Do not proceed	#	34	33	69
Investment	#	85	53	71
Proceed with mitigation or additional conditions	#	0	10	3
Proceed with transaction	#	80	42	61
Do not proceed	#	5	1	7
Total	#	800	783	921

¹The sustainability referral and assessment process for Procurement was updated during the reporting year 2022 (612 Procurement referrals in total) and KPIs are no longer being collected for reporting year 2023. The prior year KPIs and the % share of total referrals were updated accordingly. For further details about the new Procurement assessment process, please refer to chapter 04.2 Our commitment to human rights in the Sustainability Report 2023.

Table ESG-2

ESG referrals and assessments: assessment outcomes¹

% share of total referrals

As of December 31		2023	2022	2021
Proceed	%	69.1	68.0	70.0
Proceed with mitigation or additional conditions	%	26.0	27.7	21.7
Do not proceed	%	4.9	4.3	8.3

¹The sustainability referral and assessment process for Procurement was updated during the reporting year 2022 (612 Procurement referrals in total) and KPIs are no longer being collected for reporting year 2023. The prior year KPIs and the % share of total referrals were updated accordingly. For further details about the new Procurement assessment process, please refer to chapter 04.2 - Our commitment to human rights in the Sustainability Report 2023.

Table ESG-3

ESG referrals and assessments: sensitive business areas¹

As of December 31	2023				2022				2021				
	Proceed	Proceed with mitigation	Do not proceed	Total	Proceed	Proceed with mitigation	Do not proceed	Total	Proceed	Proceed with mitigation	Do not proceed	Total	
Agriculture, Fisheries and Forestry	#	12	19	1	32	13	11	0	24	23	11	1	35
Animal Testing	#	0	0	0	0	1	0	0	1	1	0	0	1
Animal Welfare	#	3	0	0	3	6	0	0	6	3	0	1	4
Betting and Gambling	#	4	0	0	4	6	0	0	6	4	1	0	5
Clinical Trials	#	4	0	0	4	13	2	0	15	39	5	0	44
Defense	#	5	13	1	19	18	21	2	41	42	17	7	66
Human Rights	#	9	30	4	43	12	24	6	42	13	20	13	46
Hydro-Electric Power	#	2	6	4	12	5	8	0	13	10	12	1	23
Infrastructure	#	76	24	4	104	82	30	2	114	97	18	17	132
Mining	#	18	22	5	45	21	24	2	47	26	26	9	61
Nuclear Energy	#	2	0	0	2	7	0	0	7	8	1	0	9
Oil and Gas	#	59	51	7	117	23	61	12	96	48	53	13	114
Sex Industry	#	0	0	0	0	0	0	0	0	1	0	0	1
Other Sustainability and Reputational Issues	#	359	43	13	415	325	36	10	371	330	36	14	380
Total	#	553	208	39	800	532	217	34	783	645	200	76	921

1_ The sustainability referral and assessment process for Procurement was updated during the reporting year 2022 (612 Procurement referrals in total) and KPIs are no longer being collected for reporting year 2023. The prior year KPIs were updated accordingly. For further details about the new Procurement assessment process, please refer to chapter 04.2 Our commitment to human rights in the Sustainability Report 2023.

Table ESG-6

Emerging Consumers¹

As of December 31		2023	2022	2021
Gross Written Premiums (GWP)	€ mn	793.8	557.8	510.2
thereof from consolidated entities	€ mn	41.1	58.9	36.8
thereof from non-consolidated entities	€ mn	752.7	498.9	473.4
No. of in-force insured people	#	85,450,393	57,170,290	62,221,110
thereof from consolidated entities	#	8,745,775	11,863,047	8,511,355
thereof from non-consolidated entities	#	76,704,618	45,307,243	53,709,755
GWP per insured	€	9.3	9.8	8.2
Emerging Consumers Solutions ²	#	14	15	16

1_AZ Africa was deconsolidated in FY 2023. Prior year numbers were restated. In FY 2022 AZ Africa contributed 9.19 mn revenues and 1.31 mn people insured, in FY 2021 the contribution was 8.40 mn revenues and 1.21 mn people insured.

2_Number of solutions refers to solutions from consolidated entities only.

Table ESG-7

Proprietary sustainable investments¹

As of December 31		2023	2022	2021
Global Portfolio ESG screened	€ bn	736.8	701.1	849.2
Sustainable investments	€ bn	167.4	131.5	123.1
Of which environmental objectives	€ bn	153.2	111.2	109.9
Of which climate solutions	€ bn	37.1	n.a.	n.a.
Of which pollution, water & marine resources, biodiversity & ecosystems, resource use & circular economy and other	€ bn	1.6	n.a.	n.a.
Of which social objectives	€ bn	10.0	8.4	12.0
Of which environmental and social objectives ²	€ bn	4.3	11.8	1.1
Asset class breakdown				
Of which sustainable sovereigns, sub-sovereigns and supranationals	€ bn	121.2	98.0	84.1
Of which sustainable corporates	€ bn	26.1	20.2	25.5
Of which sustainable infrastructure (incl. renewables)	€ bn	10.4	7.0	7.0
Of which sustainable other (incl. impact, blended finance, forestry, Article 9 funds)	€ bn	1.6	0.8	0.4
Of which green buildings	€ bn	8.2	5.6	6.4

1_Based on economic view.

2_Some investments with an environmental and social objective in 2022 were moved to environmental objective in 2023.

Table ESG-8

Divestment from coal-based business models

Proprietary Investments

As of December 31		2023	2022	2021
Cumulative divestment since November 2015				
Cumulative divestments since 2015 - Fixed Income	€ mn	7,490.1	5,995.0	5,983.0
Cumulative divestments since 2015 - Equities	€ mn	379.3	350.7	347.5
Additional divestments				
Additional divestments - Fixed Income	€ mn	1,495.2	12.0	0.0
Additional divestments - Equities	€ mn	28.6	3.2	0.0

Table ESG-9

Sustainability engagement: overview

As of December 31		2023	2022	2021
Number of active engagements	#	663	57	61
Thereof active bilateral engagements	#	655	n.a.	n.a.
Thereof active multilateral engagements with lead/co-lead	#	8	n.a.	n.a.
Engagement outcomes				
Engagement closed successfully	#	35	2	21
Engagement closed with restrictions	#	7	0	2
Engagement on-going	#	621	55	38

Table ESG-10

Sustainability engagement: region

As of December 31		2023	2022	2021
Europe	#	242	12	15
North America	#	286	20	17
Asia Pacific	#	89	6	22
Emerging Markets	#	46	19	7

Table ESG-11

Sustainability engagement: sectors

As of December 31		2023	2022	2021
Oil, Gas and Energy	#	168	40	34
Metals and Mining	#	34	4	7
Steel and Cement	#	3	5	7
Chemicals	#	7	2	3
Construction and Engineering	#	16	3	5
Other	#	435	3	5

Table ESG-12

Sustainability engagement: topics

As of December 31		2023	2022	2021
Climate Change	#	446	48	48
Own Workers, Workers in Value Chain, and Affected Communities	#	377	10	17
Pollution	#	47	4	6
Consumers & End-Users	#	74	1	2
Biodiversity & Ecosystems	#	92	3	4
Other	#	1,957	4	3

Table ESG-15

Assets under Management below Sustainability threshold

As of December 31		2023	2022	2021
Market value dirty below sustainability threshold in bn EUR	€ bn	5.8	5.5	8.1
Market value dirty below sustainability threshold in %	%	0.8	0.8	1.0

Table ESG-17

Coal exemption requests¹

As of December 31		2023	2022	2021
Total Referrals	#	2	50	72
Exemptions granted	#	1	22	20
Exemptions not granted	#	1	28	52

1_ Data disclosed since 2022. 2021 data is not audited.

Table AAM-1**ESG-themed strategies for third-party assets from AllianzGI^{1,2}**

Third Party Assets

As of December 31		2023	2022	2021
AllianzGI - Total	€ bn	175.2	139.6	184.3
ESG risk focused	€ bn	22.7	17.2	43.1
Sustainability focused	€ bn	147.9	118.5	136.4
Impact focused	€ bn	4.6	3.9	4.8

1_ We renamed the table from 'ESG-themed investments for 3rd party assets' to 'ESG-themed strategies for third-party assets from Allianz Global Investors (Allianz GI) / PIMCO' to highlight the fact that assets are categorized based on strategies within which such assets are invested. Such strategies and their corresponding classifications are, in turn, driven by our clients' sustainability objectives. For further details please refer to the AllianzGI and PIMCO websites: Our approach | AllianzGI; Sustainable Investing | PIMCO.

2_ From Q3 2022 onwards, amounts are presented in accordance with the amended definition of assets under management and include portfolios sub-managed by third-party investment firms. Comparative periods are not affected by the amendment.

Table AAM-2**ESG-themed strategies for third-party assets from PIMCO**

Third Party Assets

As of December 31		2023	2022	2021
AuM in Sustainability Strategies	€ bn	249.3	220.1	203.1

Table ENV-7

Water consumption

As of December 31		2023	2022	2021
Total water consumption	m ³	1,178,788.0	1,307,990.1	1,237,598.0
Drinking water	%	91.9	93.0	93.0
Rain water	%	0.8	0.8	0.5
Natural water	%	7.3	6.2	6.4
Water consumption per employee	m ³ /empl	7.7	8.6	8.4
Water consumption reduction per employee since 2019	%	-45.1	-38.8	-41.0
Target -10% by year-end 2025				

Table ENV-8

Waste

As of December 31		2023	2022	2021
Total waste	t	9,768.0	10,838.5	12,064.3
Waste Incinerated	%	35.8	38.7	36.2
Waste Recycled	%	47.2	43.2	46.6
Waste to Landfills	%	16.4	17.8	16.9
Special Waste Treatment	%	0.6	0.3	0.3
Waste per employee	kg/empl	64.0	71.3	81.5
Waste reduction per employee since 2019	%	-53.4	-48.1	-41.0
Target -10% by year-end 2025				
% of OEs have "Action on Plastic" in place (on head count basis)	%	67.1	70.7	67.0

Table ENV-9

Paper consumption

As of December 31		2023	2022	2021
Total paper consumption	t	6,663.0	7,317.2	8,466.1
Paper sourced from certified sustainable sources	%	77.3	73.5	76.0
Paper consumption per policy	g/policy	41.6	46.7	54.3
Reduction in paper use per policy since 2019	%	-48.8	-43.0	-33.0
Target -20% by year-end 2025				
Total GHG emissions from Paper	t CO ₂ e	5,647.0	6,258.9	9,232.4

Table CC-1

Corporate citizenship data

As of December 31		2023	2022	2021
Corporate giving total (cash contributions)	€ mn	35	43	28
Number of foundations	#	11	12	12
Volunteering hours ¹	hours	87,045	79,137	72,580
Employee satisfaction around volunteering (AES question)	%	78	82	78

1_ Data collection process is dependent on OE data availability. Numbers are dependent on the reporting effort of each OE, which is different from year-to-year.

Table CS-1

Customer Loyalty

As of December 31		2023	2022	2021
Digital Net Promoter Score (dNPS) loyalty leadership in their market ¹	%	59.0	58.0	n.a.
Target 50% by year-end 2024				

1_ Overall, our customer satisfaction scores have also improved compared to the previous year. This is mainly due to actions taken on improving customer service along the claims journey, and initiatives targeted to engage with customers via frequent and relevant communication. Since we switched to a Digital NPS measurement in 2022, the study timeframe runs from October of the previous year to September of the current year.

Table FIN-1

Economic Value generated, distributed and retained¹

As of December 31	Unit	2023		2022	
Economic Value Generated	€ mn	111,054.8	100.0	105,956.5	100.0
Revenue from sale of goods	€ mn	91,250.7	82.2	86,984.9	82.1
Revenue from rendering of services	€ mn	13,651.0	12.3	13,094.1	12.4
Revenue from financial investments	€ mn	6,049.2	5.4	5,774.8	5.5
Other operating income	€ mn	103.9	0.1	102.7	0.1
Economic Value Distributed	€ mn	112,190.9	101.0	107,356.8	101.3
Operating expenses	€ mn	86,160.7	77.6	83,957.2	79.2
thereof: Claims and insurance benefits	€ mn	57,934.4	52.2	55,307.2	52.2
Claims P&C	€ mn	44,879.3	40.4	41,954.5	39.6
Claims L&H	€ mn	13,031.4	11.7	13,330.3	12.6
Wages and other payments to employees	€ mn	14,744.4	13.3	13,965.0	13.2
Payments to provider of capital	€ mn	7,976.9	7.2	6,524.8	6.2
Payment to shareholders	€ mn	6,727.5	6.0	5,683.3	5.4
Payments to creditors	€ mn	1,249.3	1.1	841.5	0.8
Payments to government	€ mn	3,190.6	2.8	2,775.5	2.6
thereof: income tax expense	€ mn	2,751.4	2.5	2,381.8	2.2
Community investments	€ mn	118.3	0.1	134.2	0.1
Economic Value Retained	€ mn	-1,136.1	n.a.	-1,400.3	n.a.

1_ The data for 2023 is based on the newly-introduced standards IFRS 9/17. The comparative data for 2022 was updated accordingly. For 2021, no comparative figures are available.

Table COM-1

Compliance data - anti-corruption¹

As of December 31		2023	2022	2021
Number of incidents of corruption confirmed ²	#	0	0	0

1_Data disclosed since 2021.

2_In line with WEF requirements, the KPI includes the number of material violations of corruption laws or corresponding official proceedings reported to Group that would have been required to be disclosed to Allianz Group's Audit Committee.

Table COM-2

Anti-corruption training completion ratio¹

As of December 31		2023	2022	2021
Employee				
Germany	%	97.2	92.1	n.a.
Eastern Europe	%	96.8	96.4	n.a.
Rest of Western Europe	%	91.7	77.3	n.a.
Middle East and Africa	%	90.6	85.2	n.a.
North America	%	92.4	98.9	n.a.
South America	%	94.6	91.5	n.a.
Asia Pacific	%	95.1	82.3	n.a.
Board Member				
Germany	%	96.2	88.2	n.a.
Eastern Europe	%	100.0	96.2	n.a.
Rest of Western Europe	%	93.0	83.1	n.a.
Middle East and Africa	%	100.0	90.0	n.a.
North America	%	100.0	100.0	n.a.
South America	%	96.2	95.6	n.a.
Asia Pacific	%	97.9	99.5	n.a.

1_The reported ratios are calculated from data delivered from Allianz' operating entities. The data also includes the rollout of trainings close to the 2023 year-end, even though attendance may not occur until the following year.

Environmental Matters KPIs

Table E1 - Insurance 1

2030 targets for insurance-associated emissions

	Unit of targets	Target 2030	Baseline 2022	Delta Target 2030 vs Baseline 2022 (%)
Commercial	kt CO ₂ e/ € mn GWP	0.14	0.26	(45.0)
Retail motor	mn t CO ₂ ¹	1.47	2.10	(30.0)

1_Motor retail target is CO₂ emissions only, not CO₂e, to be consistent with the data which is currently available.

Table E1 - Investments 1

Financed emissions

As of December 31	2023				2022			
	Book value (€ bn)	Absolute financed emissions (mn t CO ₂ e)	Carbon intensity (t CO ₂ e/ € mn invested)	Coverage (%)	Book value (€ bn)	Absolute financed emissions (mn t CO ₂ e)	Carbon intensity (t CO ₂ e/ € mn invested)	Coverage (%)
Corporates	294.2	20.1	64.7	90.6	194.3	16.6	75.1	-
Public debt	166.6	36.7	204.1	99.5	130.8	29.5	192.6	99.7
Real estate	110.6	0.4	9.7	22.9	35.0	0.3	10.5	74.3
No methodology yet ¹	165.4	-	-	-	343.3	-	-	-
Total	736.8	57.3	77.6	62.1	703.3	46.4	115.8	59.6
Corporates	237.6	18.1	70.5	94.5	161.9	14.5	77.3	-
Public debt	159.3	35.8	204.9	99.5	122.3	28.1	194.9	-
Real estate	68.6	0.0	6.2	1.0	0.0	0.0	49.3	-
No methodology yet ¹	69.1	-	-	-	231.5	-	-	-
Debt investments measured at fair value through other comprehensive income	534.7	53.9	93.5	71.8	515.6	42.6	128.4	-
Corporates	25.3	1.1	48.7	90.8	21.2	1.1	52.4	-
Real estate	0.7	0.0	2.1	-	-	-	-	-
No methodology yet ¹	1.0	-	-	-	5.5	-	-	-
Equity investments measured at fair value through other comprehensive income	26.9	1.1	46.5	85.3	26.6	1.1	52.4	-
Corporates	7.3	0.3	34.8	64.4	4.1	0.3	69.1	-
Real estate	10.7	0.3	24.9	77.1	9.1	0.2	20.5	-
No methodology yet ¹	3.3	-	-	-	9.3	-	-	-
Shares in affiliates and associated enterprises	21.2	0.6	26.9	60.9	22.4	0.5	35.7	-
Real estate	23.9	0.1	4.2	64.9	25.9	0.1	4.9	-
Real estate held for investment	23.9	0.1	4.2	64.9	25.9	0.1	4.9	-
Corporates	7.3	0.0	0.8	9.5	0.0	0.0	1.5	-
Public debt	-	-	-	-	-	-	-	-
Real estate	0.4	-	-	-	-	-	-	-
No methodology yet ¹	65.9	-	-	-	66.6	-	-	-
Investment funds measured at fair value through profit or loss	73.6	0.0	0.1	0.9	66.6	0.0	1.5	-
Corporates	17.4	0.7	39.1	80.3	7.1	0.7	87.9	-
Public debt	6.0	0.9	175.0	99.6	8.5	1.4	153.5	-
Real estate	6.0	0.0	2.4	12.6	-	-	-	-
No methodology yet ¹	27.1	-	-	-	30.5	-	-	-
Other (book value < 20 bn € and cash)	56.5	1.6	37.7	36.7	46.1	2.1	121.7	-

1_ This includes asset classes for which no methodology exists yet, e.g. covered bonds.

Table E1 - Investments 2

2030 Targets for emissions associated with proprietary investments

As of December 31	Book value 2023 (€ bn)	% of total	Unit of targets	Target 2030	Current year 2023	Baseline year 2019	Delta Target 2030 vs Baseline 2019 (%)
All Corporates (Listed and Unlisted)	294.2	39.9	t CO ₂ e/ € mn invested	54.0	64.7	108.1	(50.0)
thereof: Listed Corporates (Traded Equity / Corporate Bonds)	192.2	26.1	mn t CO ₂ e	12.5	14.0	24.9	(50.0)
Real Estate (Equity and Debt) ^{1,2,5}	110.6	15.0	kg CO ₂ / m ²	ca. 25.0	33.5	-	-
No methodology for carbon accounting ³	165.4	22.4	-	-	-	-	-
No target yet ⁴	166.6	22.6	mn t CO ₂ e	-	36.7	-	-
Total	736.8	100.0	-	-	-	-	-

1_Including 50% of real estate funds and w/o retail mortgages.

2_Including Pimco Prime Real Estate portfolio.

3_This includes asset classes for which no methodology exists yet, e.g. covered bonds and cash.

4_This includes asset classes for which we calculate owned emissions but have no targets yet, e.g. sovereign bonds.

5_Target 2030: Exact target depends on regional and sectorial portfolio composition 12/2029.

Table E1 - Own operations 1

Greenhouse gas emissions

t CO₂e

	2023	2022	Delta (%)
Gross Scope 1 GHG emissions	31,774	30,953	2.7
Gross market-based Scope 2 GHG emissions	7,929	30,490	(74.0)
Gross location-based Scope 2 GHG emissions ¹	112,228	138,339	(18.9)
Gross Scope 3 GHG emissions (selected) ²	96,745	92,467	4.6
Total emissions from own operation and further value chain	136,448	153,910	(11.3)

1_Not included in the calculation of total emissions.

2_Including fuel- and energy-related activities, business travel, remote working, paper and public cloud.

Table E1 - Own operations 2

Greenhouse gas emission targets

t CO2e per employee

	Emissions Target 2030	Emissions Target 2025	Target 2023	Achievement 2023	Emissions current year 2023	Emissions baseline 2019	Delta Target 2030 vs Baseline 2019 (%)	Delta Target 2025 vs Baseline 2019 (%)
Scope 1, 2 and selected scope 3 emissions ¹	0.828	1.183	We expect in 2023 emissions at a comparable level to 2022 with some post COVID-19 corrections.	Our carbon footprint per employee was 0.9 tons (2022: 1.0). This represents a 62 % reduction (2022: 57 %) against a 2019 baseline. This reduction was mainly the result of sourcing 100% renewable electricity ² for our office buildings and data centers and a reduction in our energy consumption, which balanced increasing business travel post COVID-19.	0.894	2.367	(65.0)	(50.0)

1_Scope 3 includes fuel- and energy-related activities, business travel, remote working, paper and public cloud.

2_For more details about the sources of the renewable electricity, please refer to chapter Energy & consumption mix.

Table E1 - Own operations - 3

Energy consumption and mix

As of 31 December 2023		2023	2022	Delta (%)
Energy consumption from office buildings	GJ	1,232,510	1,578,675	(21.9)
Energy consumption from data centers	GJ	286,312	325,212	(12.0)
Total energy consumption¹	GJ	1,574,357	1,965,294	(19.9)
Energy consumption from office buildings per employee	GJ/employee	8.1	10.4	(22.3)
Energy reduction in office buildings per employee since 2019	%	(47)	(32)	(15.1) %-p

1_The total energy consumption includes also energy from remote working.

Table E1 - Own operations 4

Energy source

%

As of 31 December 2023	2023	2022	Delta
Electricity	72.5	67.4	5.1 %-p
Fossil fuels	9.6	12.4	(2.8) %-p
Long distance heating	16.8	18.8	(2.0) %-p
Other sources (incl. energy from own sources including photovoltaic, internal waste heat)	1.1	1.4	(0.3) %-p

Table E1 - Own operations 5

Renewable electricity

As of 31 December 2023		2023	2022	Delta (%)
Renewable electricity	GJ	1,122,821	1,153,987	(2.7)
Renewable electricity as a share of all electricity	%	100	89	11 %-p

1_For more information, please refer to the section Decarbonization levers - Renewable Electricity in the Annual Report.

Employee matters KPIs

Table S1-6.1

Employee headcount¹, broken down by gender

As of 31 December 2023	Number of employees (headcount)
Male	73,884
Female	80,949
Not reported as female or male ²	29
Total employees	154,862

1_ Number of employees in Allianz's companies fully covered under global People and Culture reporting standard (which includes all companies in and related to the insurance, asset management, and banking business). Contracted headcount working at consolidated Allianz Group companies: 157,883.

2_ Comprises non-binary and not reported.

Table S1-6.2

Employee headcount in Allianz's business segments and in countries with at least 10 % of Allianz's total number of employees

As of 31 December 2023	Number of employees (headcount)
German Speaking Countries and Central & Eastern Europe	35,595
Western & Southern Europe, Allianz Direct and Allianz Partners	40,286
Asia Pacific	15,887
USA	2,125
Global Insurance Lines & Anglo Markets, Iberia & Latin America, Middle East and Africa	25,648
Asset Management	6,999
Corporate and Other ¹	28,322
Total employees	154,862
thereof: Germany ²	38,792

1_ For further information on Corporate and Other (incl. Allianz Technology) figures, please refer to note 5 to the consolidated financial statements.

2_ Location of employees

Table S1-6.3

Employee headcount by contract type, broken down by gender

As of 31 December 2023	Female	Male	Not reported as female or male ¹	Total
Number of employees (headcount)	80,949	73,884	29	154,862
Number of permanent employees (headcount)	76,318	70,310	28	146,656
Number of temporary employees (headcount)	4,631	3,574	1	8,206
Number of non-guaranteed hours employees (headcount) ²	56	27	-	83
Number of full-time employees (active headcount) ³	62,826	68,929	29	131,784
Number of part-time employees (active headcount) ³	14,774	3,802	-	18,576

1_ Comprises non-binary and not reported.

2_ Employees with a working contract but without a guaranteed number of working hours and thus not having a guaranteed salary.

3_ Full-time and part-time employees are calculated based on active headcount, excluding, e.g., employees on sabbatical leave, in military or civilian service, or on parental leave.

Table S1-6.4

Employee headcount by contract type, broken down by business segment

As of 31 December 2023	Number of employees (headcount)	Number of permanent employees (headcount)	Number of temporary employees (headcount)	Number of non-guaranteed hours employees (headcount) ¹	Number of full-time employees (active headcount)	Number of part-time employees (active headcount)
German Speaking Countries and Central & Eastern Europe	35,595	32,948	2,647	-	26,478	7,222
Western & Southern Europe, Allianz Direct and Allianz Partners	40,286	38,430	1,856	68	33,299	5,825
Asia Pacific	15,887	14,003	1,884	1	15,120	598
USA	2,125	2,117	8	-	2,097	20
Global Insurance Lines & Anglo Markets, Iberia & Latin America, Middle East and Africa	25,648	24,941	707	8	22,539	2,563
Asset Management	6,999	6,673	326	-	6,506	365
Corporate and Other ²	28,322	27,544	778	6	25,745	1,983
Total Group	154,862	146,656	8,206	83	131,784	18,576
thereof: Germany ³	38,792	35,533	3,259	9	28,805	7,948

1_Non-guaranteed hours employees are employees with a working contract but without a guaranteed number of working hours and thus not having a guaranteed salary.

2_For further information on Corporate and Other (incl. Allianz Technology) figures, please refer to note 5 to the consolidated financial statements.

3_Location of employees.

Table S1-6.5

Employee turnover

As of 31 December 2023		2023
Total external leavers ¹	#	21,181
Employee turnover rate ²	%	13.97
Total external leavers ¹ excl. employees whose temporary contract ends during the reporting period	#	19,616
Employee turnover rate ² excl. employees whose temporary contract ends during the reporting period	%	12.94

1_ Employees who left the company during the reporting period due to layoffs, (un)voluntary leaving, retirement, death, and other.

2_ The employee turnover rate is defined as the number of total external leavers divided by average contracted headcount. The average contracted headcount is calculated over the four quarters of the current year and the last quarter of the previous year. Hence, it is the sum of contracted headcount of the four quarters of the current year and the last quarter of the previous year divided by 5.

Table S1-8

Collective bargaining coverage and social dialogue

Coverage Rate	Collective Bargaining Coverage		Social Dialogue
	Employees - EEA ¹	Employees - Non-EEA ²	Workplace representation (EEA only) ¹
0-19%	-	Corporate and Other ³	-
20-39%	-	Asia Pacific	-
40-59%	-	Global Insurance Lines & Anglo Markets, Iberia & Latin America, Middle East and Africa	-
60-79%	Germany ⁴	-	-
80-100%	-	-	Germany ⁴

1_ For countries with at least 10% of Allianz's total number of employees.

2_ For business segments with at least 10% of Allianz's total number of employees.

3_ For further information on Corporate and Other (incl. Allianz Technology) figures, please refer to note 5 to the consolidated financial statements.

4_ Location of employees.

Table S1-9.1

Diversity, Equity & Inclusion

As of 31 December 2023	2023	
	#	%
Gender distribution	-	-
in Allianz SE Supervisory Board	12	-
Male	7	58.33
Female	5	41.67
Not reported as female or male ¹	-	-
in Allianz SE Board of Management	9	-
Male	6	66.67
Female	3	33.33
Not reported as female or male ¹	-	-
in Executive positions (top management) ²	6,788	-
Male	4,461	65.72
Female	2,327	34.28
Not reported as female or male ¹	-	-
in Allianz Global Executive (AGE) positions	235	3.46
Male	174	74.04
Female	61	25.96
Not reported as female or male ¹	-	-
in Allianz Senior Executive (ASE) positions ³	803	11.83
Male	579	72.10
Female	224	27.90
Not reported as female or male ¹	-	-
in Allianz Executive (AE) positions ³	5,750	84.71
Male	3,708	64.49
Female	2,042	35.51
Not reported as female or male ¹	-	-

1_ Comprises non-binary and not reported.

2_ Includes all executive positions (Allianz Global Executive Positions, Allianz Senior Executive Positions, and Allianz Executive Positions).

3_ Allianz Asset Management companies excluded from global reporting of AE and ASE cluster as Allianz Global Grading System is not applicable to them.

Table S1-9.2

Diversity, Equity & Inclusion

As of 31 December 2023	2023	
	#	%
Age distribution ¹		
Share of employees < 30 years old	28,757	19.13
Share of employees 30-50 years old	82,598	54.93
Share of employees > 50 years old	39,004	25.94
Share of employees < 35 years old	51,595	34.31

1_Age distribution is calculated based on active headcount, excluding, e.g., employees on sabbatical leave, in military or civilian service, or on parental leave.

Table S1-13.1

Average training hours per employee, broken down by gender

hours/employee

As of 31 December 2023	2023
Average training hours ¹	50.01
Female	47.52
Male	52.67
Not reported as female or male ²	69.99

1_Calculated as a ratio of total training hours divided by active headcount.

2_Comprises non-binary and not reported.

Table S1-13.2

Allianz Executives and levels above^{3,4} (AE+) with a Personal Development Plan (PDP), broken down by gender

in %

As of 31 December 2023	2023
Executives with a PDP ¹	83.87
% of male executives with a PDP out of all male executives	83.31
% of female executives with a PDP out of all female executives	84.94
% of not reported as female or male executives with a PDP out of all executives not reported as female or male ²	-

1_Includes all executive positions (Allianz Global Executive Positions, Allianz Senior Executive Positions, and Allianz Executive Positions).

2_Comprises non-binary and not reported.

3_Allianz Asset Management companies excluded from global reporting of AE and ASE cluster as Allianz Global Grading System is not applicable to them.

4_Liverpool Victoria General Insurance Group Limited, Guildford and Liverpool Victoria Insurance Company Limited, Guildford are excluded from Allianz UK's data due to grading data unavailability for PDP.

Table S1-14

Health and safety

As of 31 December 2023		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 Allianz 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.

Table S1-15

Work-life balance metrics

in %

As of 31 December 2023		2023
Employees entitled to take family-related leave (share of total employees)		99.07
Employees that took family-related leave (share of entitled employees)		8.56
Male (Share of employees that took family-related leave)		32.78
Female (Share of employees that took family-related leave)		67.06
Not reported as female or male (Share of employees that took family-related leave) ¹		0.16

1_Comprises non-binary and not reported.