

## DIVERSITY, EQUITY, AND INCLUSION (DEI)

# How we're supporting DEI at Allianz – and in our community

We believe in being a place where employees can bring their authentic selves to work every day – that different life experiences help us innovate and succeed in helping provide financial security. But even more, we believe we share a responsibility to help make our society more equitable.

### WE'VE BEEN RECOGNIZED BY:

- FORTUNE 75 Best Large Workplaces for Women
- Seramount's 100 Best Companies for Working Dads
- Seramount's 100 Best Companies for Working Mothers
- Seramount's Inclusion Index 2022
- Human Rights Campaign Top Companies for LGBTQ Equality
- Yellow Ribbon Company designation for our support of service members and military families
- Ethisphere World's Most Ethical Companies



Our values of **integrity, caring, excellence, and respect** make supporting equity in our communities and increasing diversity in our business a natural extension of who we are at Allianz.

Jasmine Jirele  
President and CEO

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## SUPPORTING DIVERSITY AND INCLUSION AT ALLIANZ

### DEI Council

This cross-organizational group of employees provides governance and oversight on diversity, equity, and inclusion efforts.

### McKinsey Leadership Academy for Diverse Talent

We sponsor Black, Asian, and Hispanic/Latino employees in this management accelerator program.

### Employee Resource and Inclusion Groups

These employee-led groups develop future leaders and increase company engagement. ERG groups have formed for our Black, LGBTQ+, women, Asian, and Hispanic/Latino employees, military veterans, and employees with disabilities.

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## SUPPORTING A MORE EQUITABLE COMMUNITY

### MSP Equity Fund

We're an anchor investor in this \$50 million venture capital fund that invests in local companies led by people of color.

### Affordable housing investments

We're helping reduce barriers to economic inclusion and provide stability to those who need it most.

### CEO Action for Diversity and Inclusion™

As a signatory of this commitment, we pledge to advance diversity and inclusion in the workplace.

### Minnesota Business Coalition for Racial Equity

We've joined Minnesota's largest employers to help build economic opportunity and advance racial equity.

### Forge North

We support this initiative to help accelerate startup companies led by those who identify as women, people of color, or LGBTQ+.

### Supplier diversity

We collaborate with underutilized businesses to source our goods and services.

FOR MORE ON OUR DEI PROGRAMS AND HOW WE CAN SUPPORT YOUR DEI EFFORTS

→ Scan the QR code or visit us at  
→ [www.allianzlife.com/dei](http://www.allianzlife.com/dei)

