



# Allianz Global Investors Gender Equality Plan

2023 Edition

# Introduction

Asset management is a people business that depends on talented individuals who are able to make sense of markets to generate strong performance for clients and advise on client needs.

As an active and responsible investor, we believe that building an inclusive organization will unlock the power of diversity. And by that, we will achieve better performance and higher innovation to create long-term value for our clients and wider society.

This commitment comprises all dimensions of diversity, including gender equality.

Equal treatment for women and men is a fundamental principle of human rights. We are committed to give the same opportunities to our women and to our men. It is part of our inclusive work culture, which helps us to take

better decisions, be more innovative, attract and retain talents, as well as better serve our clients globally. Fostering gender equality is the right thing to do and is critical for the growth and longterm development of our business.

Since we set up our first gender equality ambitions in 2017, the diversity of our workforce has been progressing through actions along the employee cycle and the commitment of all involved parties in ensuring that an I&D lens is systematically applied to our recruitment, talent management and reward practices.

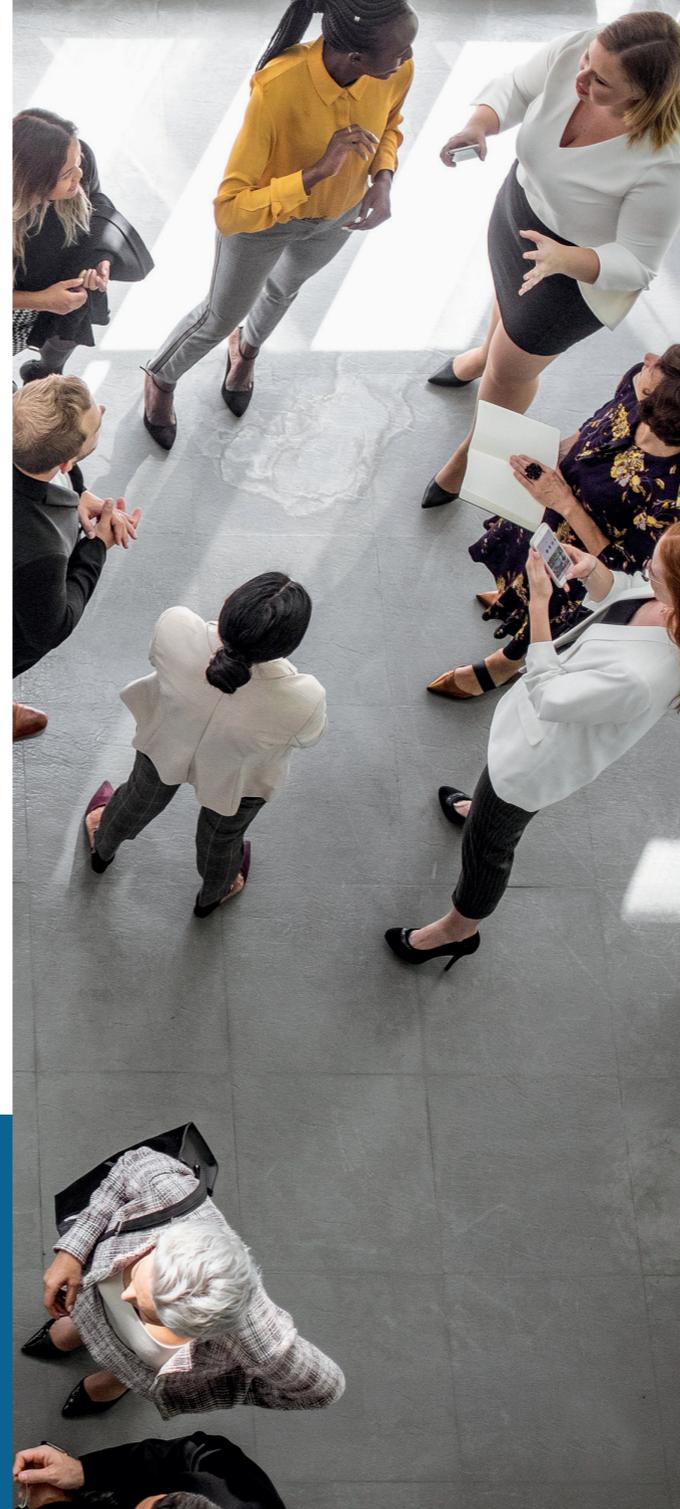
We have reached a 50/50 male-female representation in the ExCo; however, we are not where we would like to be at the levels below and we expect special efforts to re-balance the status quo will be needed going forward, mainly due to:

- Increasing **competition for female talent in the asset management industry** and limited availability of the external talent pool
- **Low turnover** rates
- Historical low representation of female employees, especially at senior levels, which requires a more “intentional” management and accountability from all managers



### Gender equality is under increasing scrutiny in the asset management industry:

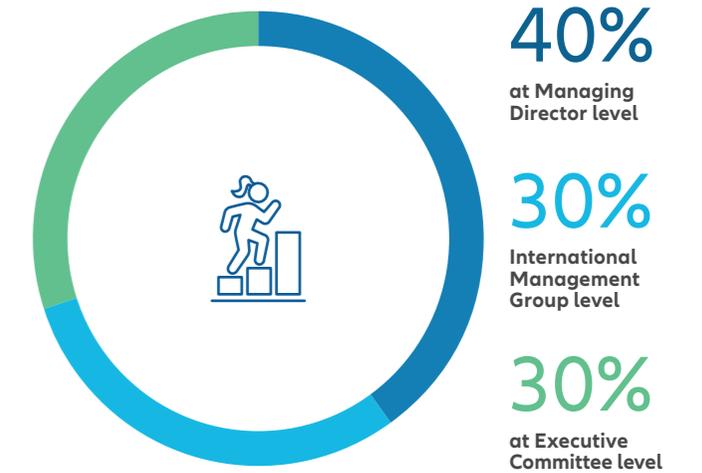
Clients, investors and consultants want to know more about our gender data, remediation plans, and actions taken to accelerate progress.



# Our actions

Our ongoing 2021-2024 action plan spans across and addresses all seniority levels with targeted focus on functions and locations where needed and possible.

In line with Allianz Group’s targets, we have the ambition to achieve by the end of 2024 a global female representation of:



And because we are all defined by more than just one diversity trait, we are committed to address our gender equality challenges with an intersectional lens, looking at disability, race/ethnicity, gender identity and sexual orientation, age and social background as well.



 **TALENT ACQUISITION**

 **TALENT MANAGEMENT**

 **WORKPLACE CULTURE**

2017 – 2020 HIGHLIGHTS

- We systematically **review our job posting language with Textio** to ensure they are phrased inclusively
- We developed a **Diversity Charter** that we use as an addendum to our contracts with recruitment partners to state our expectation of gender-diverse slates of candidates
- We require **gender balanced slates of candidates in short lists and diverse pools of interviewers**

- We offer **equal access to a variety of learning and development programmes** to support our employees in their career development
- We have launched a **global mentoring platform**
- We ensure **equal reward** through **regular discussions on individual pay at local levels with managers**, along with reference to market benchmarks, **as well as functional and regional reviews** to ensure fair pay decisions

- We promote **global flexible working**
- We signed the **Women In Finance Charter**, a commitment to build a more balanced and fair industry
- We actively collaborate with peers in the **“Investment Association”, “100 Women in Finance”** and the **“She Can Be”** programme to make our industry more attractive for women

2021 – 2024 ENHANCEMENTS

**Increasing representation through talent attraction**

- Invest in focused communication with our target groups, source the right diverse job boards to use, partner actively with diversity focused associations, use talent mapping to find out where the talent is

**Enhance candidate relationship management and create talent pools**

- Reach out to the few female candidates in our industry to inform them about the firm, the function and team for talent pipelining

**Ensure equal development opportunities**

- Create **gender balanced succession plans** that include at least one female for all executive positions and consideration of at least one female candidate for all hires / replacements for executive positions
- Follow up with **tailor-made development plans for succession candidates**
- Aim for **gender balanced presence in executive development programs** (#lead empower, #lead ignite), group functional development programmes (e.g. TOP) and other AllianzGI programmes
- Perform systematic and structured **exit interviews** with female regretted leavers to identify gender-related barriers in culture and processes

**Building a “safer” workplace**

- Enhance psychological safety, promote our new Global Anti-Harassment and Anti-Discrimination Policy and launch our new Anti-Harassment and Anti-Discrimination training for all managers and employees

**Be recognized as women’s employer of choice**

- Show AllianzGI as an attractive employer for female candidates applying for specific awards in countries where we have good female representation (Taiwan, Hong-Kong, France)
- Share pictures and quotes from current employees on LinkedIn to showcase diversity

**Allianz Global Investors** is a leading active asset manager with over 600 investment professionals in over 20 offices worldwide and managing EUR 520 billion in assets. We invest for the long term and seek to generate value for clients every step of the way. We do this by being active – in how we partner with clients and anticipate their changing needs, and build solutions based on capabilities across public and private markets. Our focus on protecting and enhancing our clients' assets leads naturally to a commitment to sustainability to drive positive change. Our goal is to elevate the investment experience for clients, whatever their location or objectives.

## **Allianz Global Investors**

Data as at 30 June 2023. Total assets under management are assets or securities portfolios, valued at current market value, for which Allianz Asset Management companies are responsible vis-à-vis clients for providing discretionary investment management decisions and portfolio management, either directly or via a sub-advisor. This excludes assets for which Allianz Asset Management companies are primarily responsible for administrative services only. Assets under management are managed on behalf of third parties as well as on behalf of the Allianz Group.

To learn more about our continuing efforts to promote inclusion and diversity throughout our firm, visit <https://www.allianzgi.com/en/our-firm/inclusion-diversity>.

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