

Conflict of Interest

It is the policy of the company to ensure that all employees act in the best interests of the company, and protect the company's reputation from any conflicts of interest. A conflict of interest is any interest or activity that inappropriately influences an employee's judgment when acting on behalf of the company; results in an employee competing against the company in any business activity; diminishes an employee's efficiency and effectiveness in performing work duties; causes an employee to misuse his or her influence over company business decisions; or, causes an employee to misuse company resources or influences.

The Allianz Life Conflict of Interest Standard states that employees and board directors shall avoid any investment, interest, association or activity that may cause others to doubt their fairness or integrity, or that of the company, or that may interfere with their ability to perform job duties objectively and effectively. Even if there is no actual conflict, circumstances that could reasonably lead third parties to believe that a conflict exists shall also be avoided. If an existing or developing actual or apparent conflict of interest becomes known, immediate disclosure via the process outlined in this policy is required to be made. Disclosure and company approval or remedy should be received before an actual or apparent conflict of interest commences or continues.

Please review the questions below and, if any apply to you, **reach out to your recruiter immediately**. Please provide your recruiter details of which ones apply to you and what the conflict of interest involves. If we need any additional information, we will reach out to you.

- Do you have an immediate family member who works or consults within your reporting line?*
- Do any of your immediate family members have employment or business interests with organizations that conduct business or compete with the Company?
- Do you or any member of your immediate family have any current business relationship with the Company's independent auditor, PwC?
- Do you have any business ownership/investments (greater than 5%) or other business interest with any non-Allianz entity that conducts business with the Company?
- Do you serve in a **for-profit** business role (i.e. director, board member) for an organization outside of Allianz and its affiliates?

** Immediate family member is a spouse, domestic partner, parent, child, parent-in-law, brother, sister, grandparent, grandchild, aunt, uncle, or cousin, including any of these in a "step" or "in law" relationship to an employee.*

If the above does not apply to you, no further action is needed.