



Diversity & Inclusion

2021 Strategic Overview

Allianz Life is committed to building a culture where everyone feels welcomed and included. We have tremendous power to enact change within our company and the communities in which we work and live. We do this by making diversity and inclusion an integral part of our internal community and by using our organization’s voice and resources to champion D&I in our external communities. Our efforts not only make our workforce stronger and more inclusive, they contribute to our organization’s growth and success.

Guiding principles

- 1. We empower all voices.** We are committed to fostering a culture where everyone feels welcomed and included.
- 2. We integrate diversity and inclusion into everything we do.** By incorporating D&I into our business strategies, the activities we offer our employees, and the commitments we make to our communities, we are promoting principles and actions that have a positive impact.
- 3. We hold ourselves accountable to achieving results.** By defining a clear strategy and metrics, we will continually enhance the experience of our internal and external communities.

Foundational strategies



These items are foundational to building an effective diversity and inclusion program:

- **Leadership and Accountability** – We hold leaders accountable for implementing the vision, setting goals, achieving results and being advocates for diversity and inclusion.
- **Structure and Implementation** – We provide dedicated support and structure to our Employee Resource Groups and Inclusion Groups to advance awareness, understanding and support of their causes and the people they represent.

INTERNAL COMMUNITY

We are committing to attracting and retaining a diverse workforce.

- We will promote diversity and inclusion in our **recruitment efforts and in our internal and external communications.**
- We will **educate leaders and employees** to build their competence and empower them to promote diversity and inclusion.

EXTERNAL COMMUNITY

We are committed to listening to and serving our communities.

- We will **proactively advocate for and champion** diversity and inclusion in our community relations efforts.
- We will **promote and nurture a diverse supplier base** and encourage our suppliers to advocate for diversity and inclusion.

Align and connect to maximize impact



We will align and connect our foundational diversity and inclusion strategies to our internal and external community efforts.

- We will **assess and use research** to inform our decisions and **measure** them to maximize the effectiveness of our efforts.
- We will **drive engagement in and awareness of our efforts** through communications.