

Allianz for Tomorrow: Strengthening the future of our community, our business, and our people

Impact Report 2024



Contents

Message from Jasmine Jirele, President and CEO	PAGE 2
OUR COMMUNITY	PAGE 4
Supporting the journey to financial security	PAGE 6
Ensuring financial stability: Meeting basic needs first	PAGE 7
Empowering financial sustainability: Supporting gainful employment	PAGE 8
Increasing financial security: Building financial education	PAGE 9
Making bold investments in St. Paul Midway and beyond	PAGE 10
OUR BUSINESS	PAGE 16
Managing our business for the long term	PAGE 18
Unleashing the Power of Unity	PAGE 20
The power of sport brings communities together	PAGE 21
Making a difference through our investment choices	PAGE 22
Gaining new insights into the issues facing our industry and our customers	PAGE 28
OUR PEOPLE	PAGE 30
Caring for our people	PAGE 32
Amplifying inclusion and supporting economic opportunity	PAGE 34
Supporting what matters to our employees	PAGE 38
Recognizing employees on the job and out in the community	PAGE 44
Coming together to support economic inclusion	PAGE 48
WHAT'S NEXT?	PAGE 52
ABOUT ALLIANZ	PAGE 54





Message from Jasmine Jirele, President and CEO

To our valued stakeholders: At Allianz, our name, which means “alliance,” drives our actions. It reflects our commitment to supporting a better future for everyone. Throughout the following pages, you’ll see how that comes to life through our dedicated employees, corporate grantmaking, community partnerships, and strategic investments.

In 2024, our global headquarters launched the Power of Unity program, which outlines clear examples of how we can individually and collectively inspire togetherness in an increasingly polarized world. Locally, through our Allianz for Tomorrow program, we focus on bringing people together to foster a more stable, sustainable, and secure future. This commitment is anchored in our three pillars of support: community, business, and people.

Community: We continue to commit long-term grants to community organizations that provide essential services to underserved populations. Additionally, our investments in affordable housing and venture capital for entrepreneurs remain a priority, recognizing the profound impact these initiatives have on improving equal access in our community.

Business: We understand the importance of operating in line with our values and leveraging our resources to create a positive impact while prioritizing sustainability. Our ongoing support of programs, including our sponsorship of the Worldwide Olympic and Paralympic Movements, exemplifies our dedication to bringing people together to encourage unity and build community.

People: We remain committed to building a caring and inclusive organization that offers opportunities for growth and development for all. We want to empower our employees to make a difference and feel proud of their contributions.

While this work is never truly done, as you read through this report, I hope you are as inspired as we are by the remarkable stories of the people and partnerships we support in our efforts to create a stronger tomorrow for us all.

About us

Allianz Life Insurance Company of North America (Allianz Life) has been trusted since 1896 to help millions of Americans prepare for financial uncertainties and retirement with a variety of innovative risk management solutions.

A leading provider of annuities and life insurance, we serve clients through our risk management experience, innovative products, and network of trusted financial professionals. Consistently high ratings from independent rating agencies reflect our financial strength, integrity, and wise investment decisions.

Allianz Life is part of Allianz SE, a global leader in the financial services industry with approximately 157,000 employees in nearly 70 countries.

128M customers in nearly 70 countries¹

#1 ranked insurance brand globally by Interbrand²

3rd highest ranked global insurance company
(based on sales, profits, assets, and market value)³

¹ www.allianz.com/en/about-us/company/at-a-glance.html

² interbrand.com/best-global-brands

³ Forbes Global 2000: www.forbes.com/lists/global2000

Allianz Life is proud to be recognized through the following awards:

- **APEX Award winner 2024** (Training Magazine)
- **Ethisphere World's Most Ethical Companies® 2024***
- **Fortune 100 Best Companies to Work For 2024**
- **Fortune Best Workplaces in Financial Services and Insurance 2024**
- **Great Place to Work Certified™ 2024**
- **Seramount 100 Best Companies 2024**
- **Seramount Inclusion Index 2024**
- **Seramount Top Companies for Executive Women 2024**
- **Star Tribune Top 200 Workplaces 2024**
- **Yellow Ribbon Company** (for our support of service members and military families)

*"World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC.



Our community

We are committed to enabling greater economic inclusion and pathways to long-term financial security for people in the Twin Cities community and beyond.

We call our approach Allianz for Tomorrow, which includes supporting organizations that ensure historically marginalized people in our community have access to basic needs, gainful employment, and financial education to secure their financial futures.

2024 COMMUNITY HIGHLIGHTS



\$2.9M

total charitable contributions



\$2.6M

(nearly 87%) of contributions focused on economic inclusion



143K

people served with grants over the past year*

* For grants funded in 2023. Data is provided by grantees and may include the total number of people served due to funds being spread across multiple programs and/or services.

Supporting the journey to financial security

We support the journey to financial security by aligning our giving through three focus areas:



FINANCIAL STABILITY

Access to basic needs, including food, shelter, and clothing, with a focus on helping people achieve stability and financial independence



FINANCIAL SUSTAINABILITY

Gainful employment, including through college preparedness, job skills training, entrepreneurial support, and access to capital



FINANCIAL SECURITY

Skills and habits for financial well-being, including protection from fraud and other financial abuses



Ensuring financial stability: Meeting basic needs first

A critical element of the journey to a strong tomorrow is stability, and that means ensuring people in our community have their basic needs met. The most successful efforts bring together companies, nonprofits, and community members to not only provide emergent services, but to prepare people for the next step.

Neighborhood House has helped thousands of immigrants, refugees, and people in transition or crisis with basic needs, education, and family coaching. The organization works across programs to help individuals and families meet their short- and long-term goals, from household stability to professional growth and economic independence.

Emily, a single mom of young twins, began visiting Neighborhood House’s Wellstone Center Food Market in the dead of winter as she waited for financial assistance from Ramsey County. She said she had no money or support and was struggling to get by. “We needed food and all kinds of other household stuff, diapers.” Looking back to her earliest encounters with Neighborhood House – beginning with Food Support – she remembers it as **“the best experience at the worst time of our life.”**

FINANCIAL
STABILITY:

95K

people provided
with food, clothing,
and/or shelter

We are proud to support financial stability through the work of our Twin Cities nonprofit partners:



FINANCIAL
SUSTAINABILITY:

10K
people supported
with educational
opportunities,
job skills, or
entrepreneurial
training

Empowering financial sustainability: Supporting gainful employment

Financial success is sustained through equal access to opportunities for quality, well-paid work. Since each person's vision for the future is different, success in the workforce depends on access to customized educational opportunities, job skills, entrepreneurial training, capital investment, and more.

ConnectUP! InSTITUTE curates connections among entrepreneurs, investors, and the business ecosystem to advance equitable access to capital, resources, and networks for underinvested communities.

Through a chance encounter with someone he met on an elevator, Vee Washington learned about ConnectUP!'s Capital Readiness Accelerator program and signed up. Vee shares, "It really challenged me to go into my finances and be vulnerable and talk about the things I didn't want to talk about. It was rewarding at the same time because it's empowering to know what's going on on that side of my business."

Through ConnectUP!, Vee was also mentored and coached by other successful entrepreneurs, sharing how powerful it was to be **supported by entrepreneurs who look like him and share his lived experience**. Today, Vee's Vanlice Lemonade can be found on the shelves of 40 stores throughout Minnesota.



We are proud to support financial sustainability through the work of our Twin Cities nonprofit partners:





Increasing financial security: Building financial education

Long-term financial security is a continuous journey. Financial education for people of all ages, including training to help them identify and prevent financial fraud and abuses, helps ensure that everyone in our community can build a secure tomorrow.

Lutheran Social Service of Minnesota (LSS) offers myriad programs to inspire hope, change lives, and build community, including one-on-one financial counseling. Trained and certified financial counselors meet people where they are, without judgment about their financial knowledge or situation.

One family, impacted by the loss of a job and facing high debt, worked with LSS on a sound budget to stick to while looking for work. LSS also set them up with a nonprofit Debt Management Plan to ease the burden of their credit card debt and save them over \$36,000 in interest.

*"Thank you so much [LSS] for your help in making our finances feel more manageable, for bringing us hope and a plan to pay down this debt, as well as save for the future. I so appreciated your kindness and ease in talking with you this morning. **You made a difficult conversation feel less overwhelming** with your thoughtful and encouraging advice and some humor as well – thank you!"*

**FINANCIAL
SECURITY:**

38K

people served
through financial
skills training and
abuse prevention



We are proud to support financial security through the work of our Twin Cities nonprofit partners:



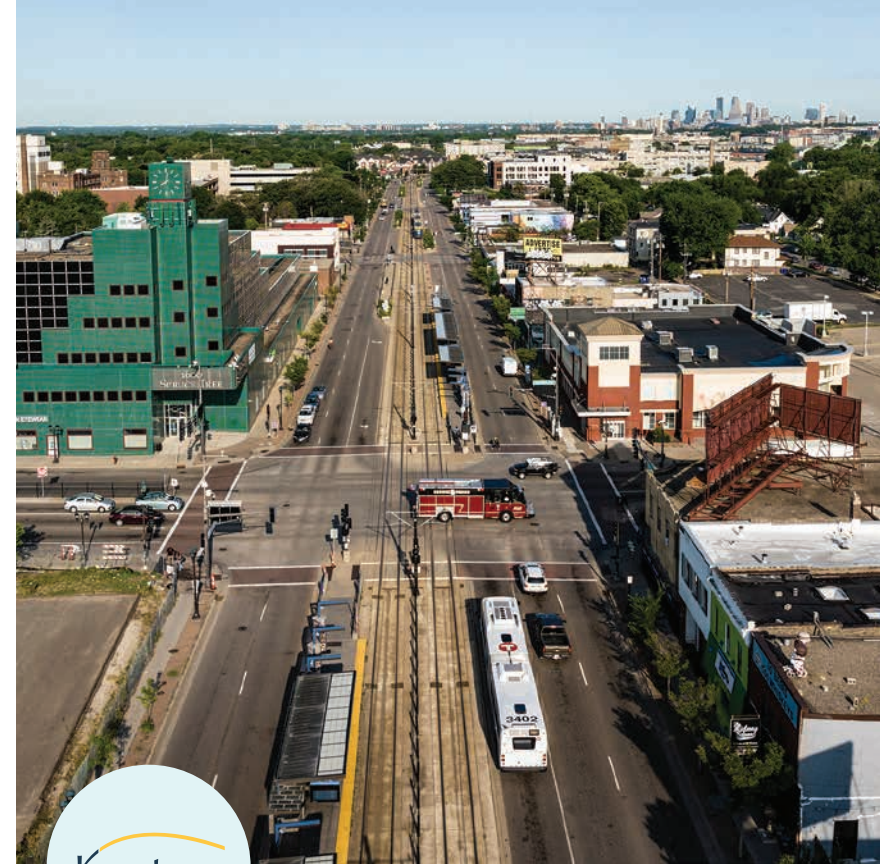
54%
of grants were
awarded to
nonprofits located
in or serving the
Midway area
in 2024

Making bold investments in St. Paul Midway and beyond

In the years since our investment in Allianz Field®, our commitment has only grown stronger in the Midway neighborhood of St. Paul. By partnering with local nonprofits in the Midway and beyond, we are committed to ensuring that people across the Twin Cities have the best possible opportunity for a secure future.

Over the past three years, we have committed a total of \$2.7 million through multi-year investments to local organizations to help meet the rising need for food and housing, as well as build career skills and financial education.

In part with our support, these organizations have made an incredible impact on neighbors across the Twin Cities over the past few years, and Allianz has deepened our commitment by providing expertise, event space, and countless volunteer hours. Here's a glimpse of what these partners have achieved.



Keystone Community Services,

which works to strengthen the capacity of individuals and families to improve their quality of life, innovated to meet rising needs:

The new **Midway Community Food Center** opened to support increased, dignified access to fresh foods

1M pounds of food was distributed to more than 50K people each year

78% of Keystone clients surveyed reported stable housing three months after receiving resources

ALLIANZ EMPLOYEES AND PARTNERS LEAN IN

Over five years, 425 Allianz volunteers have distributed more than 460,000 pounds of food in partnership with Keystone and the Minnesota United Football Club through Free Farmers Markets, convenient summer monthly food pickup events at Allianz Field®.



“Partnerships like the one we share with Allianz and their dedicated volunteers are vital to our ability to meet the growing needs of our community. The ongoing financial support, the Free Farmers Market partnership, and the contributions of Allianz volunteers have helped us provide essential resources with dignity and efficiency. Together, we’re not just distributing food but also fostering hope and stability for thousands of neighbors.”

Adero Riser Cobb, President and CEO, Keystone



Asian Economic Development Association (AEDA)

increases economic opportunities for Asian Minnesotans. In part with our support, AEDA:

Provided business training and financial education for 200 clients

Launched the Your Business Your Money conference and website, making wealth-building resources more accessible to community members

In 2024, AEDA hosted the inaugural post-pandemic Little Mekong Night Market, inspired by Southeast Asian night markets. The street festival celebrates community, supports small businesses, and fosters economic and cultural vibrancy in Frogtown-Rondo.

In support of the Night Market, Allianz designed sustainable tote bags featuring the artwork of local artist Brenda Tran. Members of the Allianz Asian employee resource group, ASCENT, gave away the totes at the event, bringing smiles to the faces of attendees.



Local Initiatives Support Corporation (LISC) Twin Cities

forges resilient and inclusive communities of opportunity, in part through Financial Opportunity Center® (FOC) partners, which combine financial coaching, screening for public benefits, and employment services. With support from Allianz, FOC programs enabled:

680+ job placements for unemployed or underemployed clients, with an hourly wage of at least \$21 per hour

\$4M in estimated total increased net worth among clients



LISC continues to innovate for workforce success, including by building connections between FOCs and local employers. [➔ Check out this video of the event we co-hosted at Allianz Field®](#) showcasing the state of the labor market and how employers can partner with community organizations to build and retain talent from different backgrounds.



Neighborhood Development Center (NDC)

provides the tools and resources entrepreneurs need to help realize their dreams. With early investment from Allianz, NDC piloted the community-informed Business Lab Opportunity to Connect (BLOC) program to help underinvested women launch and scale their businesses. Of program graduates:

85% completed a business plan

100% connected to a mentor and obtained financing

“Allianz was the first funder to come alongside NDC’s journey to more intentionally support underinvested women as they pursue entrepreneurship. Their three-year commitment has allowed us to pilot, learn, and improve services. This type of funding is very rare, and makes Allianz a standout in community philanthropy.”

**Renay Dossman,
President and CEO,
Neighborhood Development Center**



Wallin Education Partners ensures college and career success for high-potential students from low-income backgrounds. In part with our support, Wallin celebrated the following results:

1,699 scholars served

87% four-year graduation rate, far above the 63% national average

96% of scholars employed or enrolled in graduate school post-graduation

In addition to providing charitable contributions, Allianz provides funding for a Wallin Scholar and offers internship opportunities through Wallin's networks.



YouthLink works in partnership with young people experiencing homelessness, ages 16-24, to support and empower their journeys to self-reliance and well-being. In part with our support, YouthLink provided:

2K+ youth with more than 90K healthy meals, meeting a 20% increase in need

180 new youth with resources to secure housing



Last summer, Allianz featured YouthLink at the title sponsor game at Allianz Field®, offering Minnesota United fans the opportunity to support the organization by “rounding up” their purchase to donate at the register.

In addition, the first 5,000 fans received a custom bandana designed by internationally renowned Twin Cities-based Mexican artist Luis Fitch. The bandana was designed with feedback from YouthLink clients and distributed by the Allianz PRIDE employee resource group.



➔ [Watch this video to see our partnership with YouthLink](#) in action, and a behind-the-scenes look at how the bandana was created.



“YouthLink is incredibly grateful for this deep and meaningful partnership with Allianz. From offering youth the opportunity to engage in creative expression with renowned artist Luis Fitch, to assembling kits with culturally aligned self-care products (that young people loved!), to helping raise awareness of our work and mission with potential new supporters at Allianz Field®, to the financial support that has propelled our work forward and allowed us to keep up with the significant increases in youth served, this partnership has had and will continue to have a lasting impact for young people in our community.”

Rich Melzer,
CEO, YouthLink



Our business

Our commitment to our community is about more than charitable giving. As an insurer and investor, we recognize the unique opportunity to bring about change globally and locally.

That's why we manage our business responsibly and with a view for the long term, look for opportunities to have a positive impact through the investment choices we make, and ensure we remain on the cutting edge of topics that impact our industry.

2024 BUSINESS HIGHLIGHTS

**Sustainably managing
our business for
the long term**

**5 years
in a row**

recognized as one of the World's
Most Ethical Companies®

50%

emissions reductions
since 2019

100%

renewable electricity purchased
for our main campus

**Making a difference
through the investment
choices we make**

\$2.6B

in affordable housing since 2009,
in 47 states

\$1.4B

invested in wind, hydro, and solar
renewable energy infrastructure
investments since 2016

550+

founders, investors, and corporate
partners hosted at the gener8tor
Insurance & Wealth Conference at
Allianz Field®

**Building new insights
into the issues facing our
industry and our customers**

1.3 million

Americans rely on our deep experience
in retirement risk management

→ [LEARN MORE at
www.allianzlife.com/risk](http://www.allianzlife.com/risk)

10 episodes

of our podcast **Rebuilding Retirement:
Navigating a New Reality with Your Clients**

→ [LEARN MORE at
www.allianzlife.com/podcast](http://www.allianzlife.com/podcast)

Managing our business for the long term

Our mission is simple: **We secure your future.**

Our mission is at the heart of everything we do, from our values-driven approach to how we operate, from our commitment to reduce our environmental footprint and our focus on acting with ethics and integrity, to our responsible investment philosophy, to our insights into the trends shaping our business and the needs of our customers and financial professionals. We are proud to be part of a global leader, where our strength, our relationships, and our integrity help us keep our promises.

REDUCING OUR ENVIRONMENTAL FOOTPRINT AND SUPPORTING LOCAL SUSTAINABILITY

Securing our future extends to our planet and natural resources.

We seek to reduce our own environmental footprint while working with partners and other organizations from around the Twin Cities to support the health and sustainability of our community and our world.

Meet the Green Team

The Allianz Green Team has nearly 200 active and passionate members. In addition to educating fellow employees, they work across our organization to lead efforts on recycling and waste reduction, and they collaborate with local community organizations to clean up neighborhoods, support local ecosystems, and get kids outside enjoying nature.

In 2024, our Green Team and other employee volunteers joined 45 Allianz locations around the globe to participate in World Cleanup Day. They collaborated with local community organizations Hamline Midway Coalition and Union Park District Council to clean up the neighborhoods around Allianz Field® – yet another way we seek to show we are more than a name on a stadium in the Midway neighborhood of St. Paul.

Greening our campus

We continue to find new ways to make our campus more sustainable.

100%
renewable electricity
purchased

50%
emissions reductions
since 2019

100%
compostable
cafeteria dishware
and flatware

PART OF A GLOBAL SUSTAINABILITY LEADER

We're proud to be a part of Allianz SE, a leading global insurance company with a long history of strong governance and a deep commitment to sustainability in communities around the world.



**Dow Jones
Sustainability Indexes**

Allianz has been included in the Dow Jones Sustainability Index (DJSI) with top-ranking positions since 2000.

IN 2024 ALLIANZ RECEIVED A SCORE OF 89 (OUT OF 100).

→ Learn more about our global sustainability priorities and efforts www.allianz.com/sustainability

“This high ranking among the topmost sustainable insurers ... inspires us to continue advancing our business and social goals.”

Emilia Macarie,
Chief Sustainability Officer of Allianz Group



Allianz SE, Munich, Germany

Unleashing the Power of Unity

Our name, Allianz, means “alliance.” This reflects our dedication to standing beside our communities, customers, employees, and other partners in working to shape a better world and a more secure future. It also reflects our ongoing support of programs, including the Olympic and Paralympic Movements, that help bring people together.

Allianz launched our global Power of Unity program in 2024 to help individuals and organizations engage more constructively in the face of growing uncertainty worldwide. Through research, thought leadership, and learning programs and events, the program seeks to promote dialogue and respectful debate and bridge divides by encouraging understanding and participation on issues that matter.

➔ **Learn more about how we are unleashing the power of unity worldwide at www.allianz.com/powerofunity.**



The power of sport brings communities together

ONGOING PARTNERSHIP WITH THE OLYMPICS AND PARALYMPICS

We officially began our 12-year worldwide partnership with the Olympic and Paralympic Movements in 2021, building on a collaboration with the Paralympic Movement since 2006.

As the Worldwide Insurance Partner, Allianz will continue to get behind the hopes, challenges, and needs of the athlete community through insurance solutions and services, mentoring, career opportunities, and health activities.

INSPIRING THE NEXT GENERATION TO GET MOVING

As part of our Olympic and Paralympic Movements Partnership, we're inspiring the next generation to get moving and build skills for a healthy and secure future. In 2024, we joined many other Allianz organizations globally in sponsoring a **#MoveNow camp**. As part of this movement, we supported The Sanneh Foundation, which works within the Twin Cities to empower youth, improve lives, and unite communities. Together, we brought girls together from across the Twin Cities for three inspiring days focused on sport, mental health, and building a foundation for financial empowerment. In addition to being challenged on the field, participants heard from recognized female athletes and leaders, including Allianz Life CEO Jasmine Jirele.





Making a difference through our investment choices

We manage our investments to achieve results over time, not overnight. This helps better position us to weather all market conditions and deliver dependable, long-term results, while opening possibilities to focus on sustainable impact.

Through our investment manager, Allianz Investment Management U.S. LLC (AIM US), we look for opportunities to deliver social and environmental impact alongside financial returns. Our impact investments focus on three tenets: environmental sustainability, housing accessibility and affordability, and economic inclusion, security, and job creation.



Environmental Sustainability



Housing Accessibility & Affordability



Economic Inclusion, Security & Job Creation

In addition, the corporate venture arm of Allianz Life, Allianz Life Ventures, helps us connect with and invest in startups that are driving innovation in our industry, communities, and beyond.

→ **Learn more at www.allianzlife.com/ventures.**

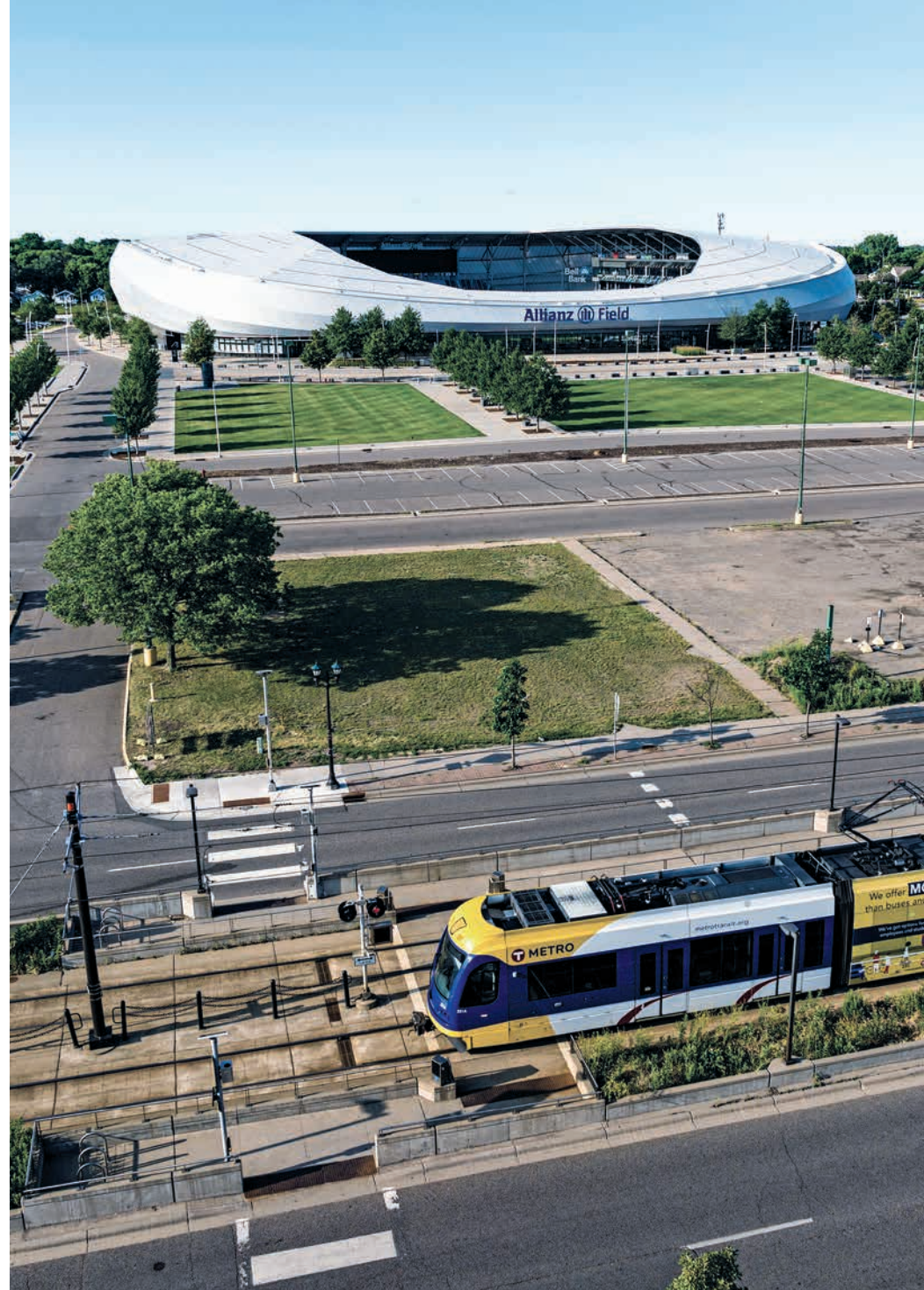
Allianz Investment Management U.S. LLC is a wholly owned subsidiary of Allianz Life Insurance Company of North America and provides investment management and hedging services to the broader Allianz Group.



INVESTING IN THE FUTURE

Allianz has a history of investing in efforts that support broader goals, including environmental sustainability; housing accessibility and affordability; and economic inclusion, security, and job creation through AIM. Not only are these impact investments intended to make positive social and environmental influence in the world, they are also making at- or above-market-rate financial returns.

Since 2017, we've increased our impact investments fourfold.





INNOVATING TO IMPROVE ENVIRONMENTAL SUSTAINABILITY

We're focused on investments in environmental sustainability to help preserve or improve a natural or built environment, and/or contribute to the decrease in the use of nonrenewable natural resources. These investments help address the gap between environmental stewardship and economic growth and resilience.

In 2024, we've continued to expand a diversified portfolio of energy-efficient, climate-resilient, water conservation and renewable energy projects. These include expanded investments in Nuveen CPACE Lending Fund I and Fund II, a diversified portfolio of loans for commercial real estate properties to finance energy-efficient and climate-resilient water conservation and renewable energy projects across the country. Examples of eligible improvements under the assessment include solar panels, high-efficiency lighting, roof replacement, and water conservation.

Environmental savings from Fund I and Fund II improvements include:

529K MWh annual electricity saved

1.43M MMBtu

465K tons of carbon emissions avoided

570M gallons of water saved

INCREASING ACCESS TO AFFORDABLE HOUSING

Affordable housing is critical to reducing poverty and creating financial stability, and is key to reducing barriers to economic inclusion. We're committed to helping create, preserve, and provide access to safe, healthy, and reasonably priced housing units for low- and moderate-income households.

SINCE 2009:

\$2.6B committed toward the creation of affordable housing

70K units created across the U.S., Puerto Rico, and the Virgin Islands

1.5K units created in the Twin Cities

In 2024, we saw the completion of three new affordable housing properties in which we had invested, all located in our own Twin Cities community.



Twelve22

We celebrated the opening of a new affordable housing complex, Twelve22, located just two blocks from Allianz Field®. The building offers 15 units targeted to families at 30% of the area median income (AMI), and another 40 units at no more than 60% AMI. All units must meet this affordability threshold for 15 years, ensuring a long-term commitment to the community.

This project not only helps provide basic needs like housing to the community, but also reinforces our commitment to being more than a name on Allianz Field®, by investing in and supporting the community around the stadium.



INVESTING IN ENTREPRENEURS

Since its founding in 2017, Allianz Life Ventures has invested in 24 early-stage startups driving change in our industry and communities.

Insurance & Wealth Accelerator

In 2024 we hosted and co-sponsored the gener8tor Insurance & Wealth Conference at Allianz Field®, which brought together 550 founders, investors, and corporate partners within our industry. We also brought five companies, four of which are led by underrepresented founders, to the Twin cities to catalyze partnerships and support our local burgeoning entrepreneurial ecosystem. Each company received \$100,000 in cash investments as well as coaching, mentorship, and networking, including more than 30 meetings with Allianz Life subject-matter experts and leaders.

The 2024 cohort included:

- **FutureMoney:** Automated and tax-optimized investing solutions to help families save for a child’s financial future
- **Multimodal:** A generative AI platform offering tailored, next-generation RPA (robotic process automation) for middle- and back-office workflows in regulated industries
- **OneEleven:** An employer benefit supporting financial wellness through an app that uses financial coaches, behavioral science, and personalized financial planning
- **Sora Finance:** A powerful financial planning tool for financial advisors to offer debt optimization and liability planning as a service to their clients
- **Waterlily:** A generative AI platform that allows financial advisors to personalize and visualize long term care planning for their clients based on predicted needs



MSP Equity Fund

We're a founding investor in the MSP Equity Fund, the first known venture capital fund designed to attract leading local, regional, and national venture capital firms to bring their expertise and risk capital to the region, generating investment and interest while increasing the investable capital available to overlooked and underfunded high-growth startups across our home state of Minnesota.

MSP Equity Accelerator

In 2024, we continued our partnership with gener8tor to launch our second cohort as part of the MSP Equity Accelerator, focused on supporting high-growth startups founded by undercapitalized entrepreneurs. The 12-week accelerator provided five startups with \$100,000 in cash investments as well as one-on-one coaching, mentorship, and networking, including meetings with over 20 Allianz Life leaders and our Employee Resource Groups (ERGs).

The 2024 cohort included:

- **Ambient Intelligence:** A technology company building a contactless monitoring device to help elderly patients live independently and safely while preserving privacy
- **Gametime Hero:** A digital platform enabling adults to find, organize, and participate in community sports
- **CliniSpan Health:** A digital platform improving the safety and efficacy of health care by increasing diverse participation in clinical studies
- **Mili Llama:** A digital platform addressing nationwide substitute teaching shortages by matching qualified college students with half-day, full-day, and long-term assignments
- **Sip Herbals:** An organic, non-caffeinated coffee alternative

Gaining new insights into the issues facing our industry and our customers

We use our knowledge and experience to produce new research that examines the trends shaping our business and the needs of our customers and financial professionals. Through these insights, we seek to understand unmet needs among customers to help close protection gaps and minimize risks to retirement.

HELPING AMERICANS WEATHERPROOF RETIREMENT

As part of our recent retirement study, we examined the financial, emotional, and health toll that extreme weather events can take on retirement plans.

Our research¹ shows that a majority of Americans are concerned about the impact on wealth and health from extreme weather and are worried they will face rising costs or need to relocate, but few have discussed their concerns with a financial advisor – although 80% think it’s a good idea to do so.

And this risk isn’t just theoretical. Nearly 4 in 10 Americans affected by a natural disaster used money intended for savings or investments to recover from or protect against extreme weather, and more than 20% had to change their retirement plans due to the impacts of weather events.

This is just one example of how we use our expertise to uncover opportunities to help Americans secure their financial futures by mitigating retirement risks.

→ To learn more about how we help financial advisors talk to their clients about the weather, visit www.allianzlife.com/weatherproofing.

The financial impact of extreme weather



39% of Americans affected by natural disasters used money intended for savings or investment to recover from or protect against extreme weather.



21% say they had to change their retirement plans due to the impacts of extreme weather.

¹The 2024 Annual Retirement Study of individuals age 25+ with an annual household income of \$50K+/\$75K+ (single/married) OR investable assets of \$150K+.

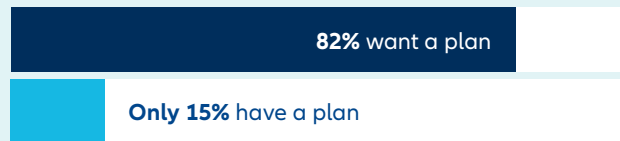
The majority of Americans are worried about how extreme weather events could impact their finances and health



56% say they worry about the rising costs and financial effects of extreme weather events.



25% rank rising costs, loss of insurance, and damages due to extreme weather among the top three risks to their retirement, the same or higher than concerns like taxes, debt, or caregiving responsibilities.



82% believe creating a financial plan that addresses the risk of extreme weather would help ensure they can financially support all the things they want to do in their life, yet only 15% have such a plan in place.

EXPANDING RETIREMENT SECURITY FOR ALL AMERICANS

As Americans increasingly carry the responsibility to fund retirement themselves, the opportunity to reach and service diverse customers continues to grow. In 2024, we introduced new resources and tools to help financial professionals do just that by focusing on engagement, education, and enablement of strategies to reach multicultural clients.

For example, we expanded our research and thought leadership focused on providing financial professionals with risk management and retirement planning solutions that meet the varied interests and needs of multicultural clients. We also launched our multicultural resources hub, which houses our research and includes materials translated into multiple languages.

We also focused on bringing together advisors for networking and the exchange of insights. For example, Allianz proudly sponsored the American College of Financial Services' 2024 Conference of African American Financial Professionals. The event brought together more than 1,000 financial professionals focused on ways to expand our collective impact in the industry with equity and inclusion. In addition, we hosted our first IDEAS summit at Allianz Field®, focused on highlighting the unique needs and insights of financial professionals serving multicultural clients.

→ To learn more about our work and resources in helping financial professionals serve diverse customers, visit www.allianzlife.com/multicultural.

1,000+

Financial professionals participated in the Allianz Life-sponsored Conference of African American Financial Professionals



Our people

Our goal is to enable Allianz Life employees to do the best work of their lives here. Our efforts start within our four walls: Our values-based culture and focus on creating an inclusive workplace for all employees are enhanced by how we care for and recognize our employees. We also seek opportunities to empower our people to support economic inclusion and give their time and resources to the causes that matter most to them.

2024 PEOPLE HIGHLIGHTS

Caring for our people

40+

hours per employee
for personal and
professional growth

90+

employees participating in
our tuition and designation
reimbursement program

7.5%

401(k) company match with
full vesting after three years

Supporting what matters to our employees

55%

of employees engaged in nonprofit
volunteer events and activities

10K+

employee community
engagement hours logged,
a 25% increase over 2023

\$424K

enabled in donations to local nonprofits

Caring for our people

SUPPORTING PERSONAL AND PROFESSIONAL GROWTH

We offer a wide variety of local and global learning and development programs so employees can continuously learn, grow, and evolve in their careers. We work with experts and leaders to curate digital and in-person learning opportunities, but we also recognize time our employees spend learning in ways that best meet their needs, from podcasts to workshops and more.

In 2024:

40+ hours per employee for personal and professional growth

6.8K learning hours were used for leadership development, and a Leadership Academy was launched

91 employees participated in our tuition and designation reimbursement program



“Allianz is continually evolving offerings to provide new and different programs, learning opportunities, and topics to stay out front with not only new tools and technology, but also with what we need to be successful in our roles.”

**Allison Beltramini, Data Governance
Projects and Strategic Planning Manager**





PROVIDING FLEXIBILITY AND BENEFITS TO MANAGE WORK AND LIFE

We know that work is just one part of life, and that means we make sure that our employees have the time and resources to care for themselves.

We have hybrid and flexible work arrangements, including the opportunity for employees to work anywhere for a month each year. For our employees on-site, we have a dress-for-your-day policy as well as myriad on-site amenities, including child care, a health clinic with a nurse practitioner and mental health provider, and a fitness center.

Our benefits include



Four weeks of annual paid leave
with increases for years of service



Multiple health care plan options
with mental health support programs



7.5% 401(k) company match
with full vesting after three years



A lifestyle spending account



Tuition reimbursement and student loan retirement programs

Amplifying inclusion and supporting economic opportunity

As a large organization and employer in the Twin Cities, we recognize we have tremendous power to enact change within our company and the communities where we work and live.

Having diversity of thought and talent helps us innovate, grow, and succeed in our mission: We secure your future. That's why we remain focused on building a workplace where all employees can bring their whole selves to work every day. And we continue to build upon our commitment to diversity, equity, and inclusion by joining forces with companies locally and across our industry to expand economic opportunity and inclusion.



BUILDING AN INCLUSIVE WORKFORCE

At Allianz, we have worked hard to build a caring and inclusive culture that encourages the diversity of thought and talent that is fundamental to understanding and meeting the needs of our clients and the financial professionals with whom we work.

We're also focused on helping people build their careers through our internship program. In 2024, we continued our partnership with The BrandLab, a Twin Cities nonprofit committed to greater inclusion in the marketing and advertising profession.



"Allianz has been a vital partner to The BrandLab since 2022, contributing meaningfully through event attendance, sponsorships, and hands-on opportunities for our interns. From supporting our Fearless Conference to providing interns with impactful projects and experiences to build their resumes and portfolios, Allianz demonstrates a deep commitment to inclusion. Together, we are shaping the future of the marketing and advertising profession and inspiring the next generation of bold, creative leaders."

**Kelli Williams, Chief Executive Officer,
The BrandLab**

PROMOTING BELONGING AND INCLUSION

Within our company, we work to ensure that all of our employees' voices are valued through a network of nine employee resource and inclusion groups (ERGs) made up of hundreds of highly engaged employees from diverse backgrounds. Open to all employees, our ERGs focus on making an impact on the 4Cs – culture, community, career, and commerce – and offer unique perspectives and events to engage our entire workforce and beyond.

Allianz Life ERGs:

Allianz Beyond: celebrating employees with all abilities

Adelante!: increasing inclusion of our Latino/Hispanic community

Allianz NEO (Networking – Engagement – Opportunity): promoting inclusive culture irrespective of gender identity

Allianz Pride: supporting the Allianz LGBTQ+ community and their allies

ASCENT (Asians Supporting, Collaborating, Educating, and Networking Together): providing resources and engagement for Asian employees and their allies

BELONG (Black Employee Leadership & Opportunity Networking Group): supporting the Black employee community at Allianz and their allies

Operation SERVE: supporting veterans, their families, and their allies

The Green Team: advocating for sustainability at Allianz and in our world





AGAINST HATE SERIES

At Allianz Life, we are committed to nurturing an environment where employees feel welcomed, safe, and supported. We are fortunate to have a diverse employee population that allows us to learn from each other and celebrate our differences.

ERGs drive our efforts to help individuals engage more constructively, a key tenet of our commitment to the Power of Unity. With a surge in hate incidents worldwide, education is an important tool in countering intolerance and indifference and advancing awareness and inclusion.

In 2024, we launched the education series “Against Hate: For All Our Communities.” These quarterly learning sessions aimed to promote a better sense of unity and understanding across our diverse employee communities. The sessions educated employees to help them reject antisemitism, Islamophobia, and homophobia, with a final session designed to help employees see how they and the company can put what they learned into action.

→ Learn more at www.allianz.com/powerofunity



SUPPORTING ATHLETES ON AND OFF THE FIELD

As a partner of the Olympic and Paralympic Movements, our commitment to athletes, excellence, and well-being expands to our employee development and recruitment initiatives. Through our Athlete Buddy Program, Allianz employees are paired with Olympians and Paralympians for mentorship.

"I now have a better understanding of my daily progress and myself. By journaling my daily activities, I can see challenges and successes, and I adjust my effort based on the outcome."

– Syed Jaffri, Senior IT Quality Analyst and Buddy Program participant

We also help active and retired athletes find new career opportunities in the insurance business through our athlete hiring program.

Supporting what matters to our employees

Allianz employees support a secure tomorrow for people in the Twin Cities and beyond by engaging with nonprofits that increase economic inclusion, and by participating in causes they care about.

In 2024, our employees continued to commit time and skills to nonprofit organizations across the Twin Cities and beyond:



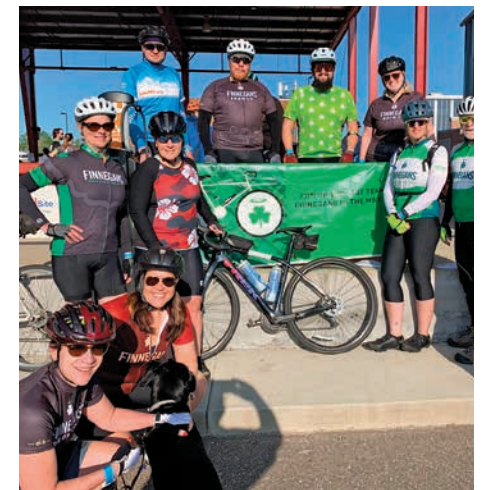
55% of employees engaged in nonprofit volunteer events and activities



10K+ employee community engagement hours logged, a 25% increase over 2023



\$424K enabled in donations to local nonprofits



EMPOWERING EMPLOYEE-DIRECTED GIVING

Each year, our employees direct a portion of the company's annual grantmaking through our Employee-Elected Charities program. Employees select from nonprofits that both support our focus on economic inclusion and that are most important to them.

In 2024, employees voted to donate \$25K to each of the following organizations:



Angel Foundation

Offering relief to adults with cancer through financial assistance, education, and emotional support



The Bond Between

Building the bond between humans and animals through pet adoption, rehabilitation, and hospice care



The Dwelling Place

Providing healing and hope to victims of domestic abuse through supportive services and a safe, transitional place to call home



Wildflyer Coffee

Creating employment opportunities for youth experiencing homelessness by cultivating life skills and personal empowerment



MAKING A DIFFERENCE AND GROWING TOGETHER

Allianz provides many opportunities for employee teams to make a difference in the community, from company- and employee-led group events to skilled volunteer projects that help local nonprofits build capacity. Employees support people in our community while connecting and building their abilities and networks.

In 2024, employees gathered on-site and virtually to increase economic inclusion for a strong future:

280+ volunteers packed 4K+ hygiene kits for Keystone Community Services and YouthLink as part of our annual on-site volunteer event, including inclusive hair care products



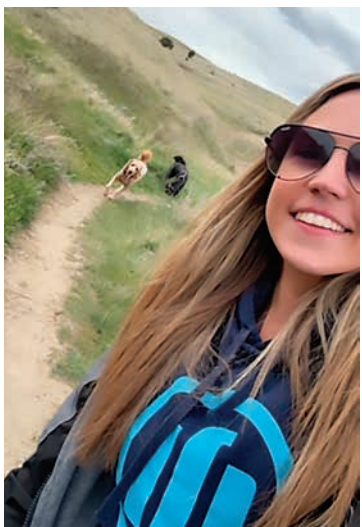
140+ volunteers coached 820+ students in career planning and investing with BestPrep



Each year, hundreds of employees participate in the wide variety of volunteer programs we offer.

- For groups of five or more, Allianz donates \$100 per employee to the organization where they volunteer or participate in a charitable activity, including fundraising walks, runs, and rides. In 2024, nearly \$165K was donated through this program.
- Through Cash for My Cause, employees can earn a charitable contribution to the nonprofit organization of their choice when they log volunteer hours. In 2024, over \$5K was donated through this program.
- We provide all employees eight hours of paid volunteer time through our Volunteer 8 program.
- After five years, employees can take a fully paid, one-month sabbatical to volunteer full-time with a nonprofit of their choice.





PUTTING OUR TALENTS TO WORK THROUGH SKILLS-BASED VOLUNTEERISM

Through our skills-based volunteer program, employees use their professional skills and expertise on a pro bono basis to help nonprofit organizations improve their business operations. This is not your average volunteer opportunity. Skills-based volunteerism offers nonprofits capacity, concrete tools, and expert thought partners to strengthen their operations, and in turn, their mission.

230+ volunteer hours

\$52K in value to nonprofits



Allianz Life is a signatory of the Pro Bono Institute's Corporate Pro Bono Challenge, committed to promoting and supporting pro bono service.

In 2024, Allianz legal professionals continued their commitment, teaming up with three local nonprofits to provide clinics supporting financial security for low-income entrepreneurs, seniors, and nonprofits.

*Standard valuation of skills-based volunteerism is \$220 per hour per HandsOn Twin Cities.



Allianz employees developed dynamic reporting dashboards for Wallin Education Partners. These dashboards help Wallin more easily show progress toward their goal of ensuring college and career success for high-potential students from low-income backgrounds.

“The Allianz team was awesome to work with! We now have a really cool dashboard which allows us to create all kinds of new tools and displays that can help us benchmark our work, tell our outcome stories, and find data patterns we may not see in giant Excel sheets.” – Wallin staff member



Asian Economic Development Association (AEDA) was seeking to explore online courses to expand business and asset development opportunities for Asian Minnesotans.

Allianz employees conducted research and analysis to understand key program needs and challenges, and to vet potential solutions, providing AEDA with tiered recommendations on how to enter the digital learning space.

“I enjoyed stretching my thinking, finding resources, and getting to work with a quality group that I would not have otherwise known.” – Allianz employee



Recognizing employees on the job and out in the community

The unique culture at Allianz extends to the way we celebrate employees for their dedication, both to the work they do every day at Allianz, and to the communities where we live and work.

RECOGNIZING GREAT WORK

We give credit where credit is due. We celebrate excellence every day through our peer-to-peer recognition platform and our Supporting Ongoing Achievement Recognition (SOAR) program, which honors individual contributors and teams on a monthly and annual basis.





EMERGING LEADERS

Allianz Emerging Leaders advance our commitment to economic inclusion by committing time and expertise as members of local nonprofit boards. Employees selected receive nonprofit board training and placement as well as a contribution of \$5K to the organization where they serve. Our second cohort of Emerging Leaders includes:



Dan Hildebrandt, People & Culture Director



Tara Nelson, National Accounts Associate Senior



Evan Swanson, Projects and Strategic Planning Senior Manager



"I wanted to find a way to share both my technical and leadership skills, as I've grown as a leader at Allianz and after finishing my MBA last year. Joining the EMERGE board of directors has given me an opportunity to share my own skills, but I'm looking forward to advocating for a stronger connection between Allianz Life and EMERGE when the opportunities arise."

Evan Swanson, EMERGE Community Development board member

VOLUNTEER OF THE QUARTER AWARDS

Four times a year, we honor employees who exemplify community service with the Volunteer of the Quarter award, which includes a \$2,500 donation to the nonprofit organization where they volunteer.



Chelsea Dischinger,
former Learning Advisor

Relentless Academy

Chelsea helps Relentless Academy provide S.M.A.R.T. (Science, Math, Art, Reading, Technology) programming for underserved youth by coordinating events, connecting with donors, providing classroom support, and more.



David Borden, Senior
Distribution Program Manager

Manna Market

As a volunteer leader of the bulk packing team, David helps coordinate the distribution of 3.6 million pounds of food to support over 59K families annually through Manna Market food shelf.



Kristin O'Shea,
People & Culture Director

Hopkins Education Foundation (HEF)

As co-chair of the HEF Grants Committee, Kristin leads a team that facilitates two grant cycles per year, helping to allocate over \$1.1 million to enrich students' learning experiences.



Leah Warden,
Distribution Marketing Manager

Wiggle Your Toes

As volunteer director, Leah helped launch a series of 75 free adaptive mobility clinics to eliminate cost and psychological barriers associated with disabilities, including providing nearly 120 prosthetic and component grants.



\$2,500 is donated on behalf of Volunteer of the Quarter award winners to the nonprofit organization where they volunteer



Spirit of Giving

Coming together to support economic inclusion

Each year, we host fundraising events to provide opportunities for employees to make a positive impact through donations of time, funds, and goods. Allianz and its employees enabled \$424K in donations to community organizations to support basic needs and financial security for the future.



SPIRIT OF GIVING: OUR EMPLOYEE GIVING CAMPAIGN

Each year, Allianz employees ensure people in the Twin Cities community have the opportunity to increase their financial stability by providing donations of food, clothing, toys, and funds.

As part of Spirit of Giving, more than 250 employees showed up to support our Human Chain. Through this event, we form a chain of volunteers to pass boxes of goods donated by employees into waiting trucks for safe and speedy delivery to our nonprofit partners.

Spirit of Giving supports



In total we provided our community partners



\$179K

donated by Allianz
and our employees



7K

pounds of food



8K

pounds of clothing



800

toys

In addition, 300+ employees
rolled up their sleeves, providing

400+ volunteer hours

\$15K grants to partners
earned through
volunteerism

➔ Get a glimpse of
the fun with this
short video at



DRIVING TO DONATE

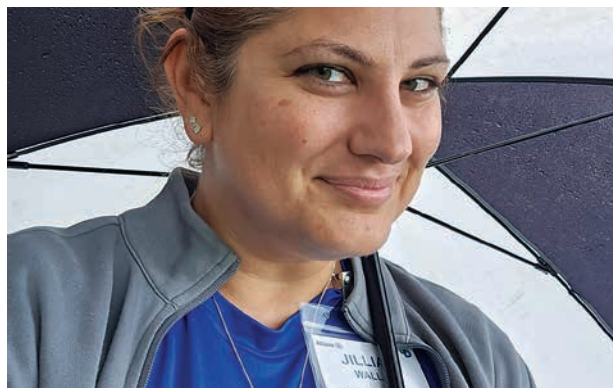
For more than a decade, Allianz has hosted Driving to Donate, a silent auction and golf tournament benefiting the Minnesota-North Dakota chapter of the Alzheimer's Association. Supporting the Alzheimer's Association provides an opportunity for Allianz to ensure that people who are diagnosed with dementia and their families are prepared for and supported along their journey, especially the financial toll of the disease.

In 2024, Driving to Donate raised over \$240K in support of financial education for people living with dementia and their caregivers. Throughout the year, we also partnered with the Alzheimer's Association to host and speak at educational events to raise awareness of the financial impact of Alzheimer's and dementia, helping ensure that everyone has the opportunity to build and maintain long-term financial security.





IN 2024, DRIVING TO DONATE RAISED OVER
\$240K
 in support of financial education for people living with dementia and their caregivers



What's next?

We recognize the important role we play as an insurer, investor, and employer in shaping a more secure future for all.

We look forward to continuing our work with our partners and communities to create positive change that benefits us all.



OUR MISSION

We secure your f

OUR VISION

We aspire to win
and services that
caring for them, f

OUR VALUES

Integrity. Caring.

uture.

the hearts of customers by delivering products
give them courage for what's ahead and by
for our people, and for the world around us.

Excellence. Respect.



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