

Talanx ESG Rating Sheet



Environmental information

Engagement Policy – Asset Management

The Talanx Group also discharges its responsibility as an investor by engaging in an active and comprehensive dialogue with individual issuers. In line with this, it systematically continued the engagement process that is embedded in the ESG investment process. The structured process starts by using objective criteria to identify those issuers in greatest need of engagement. These criteria include both all screening criteria and particularly high carbon intensities or critical ESG ratings from leading external rating agencies. The expected effectiveness of engagement is then assessed for the issuers identified in this way, based on the size and nature of the investments, but also on regional and cultural aspects. The engagement process focuses on companies belonging to the liquid asset classes (corporate bonds and equities) from developed economies. Where the Talanx investments are sufficiently material, a dialogue is held with the issuers concerned.

This dialogue aims on the one hand to obtain additional information about the weaknesses in the area of ESG that have been identified and, on the other, to have a positive influence on the ongoing development of the issues identified. The objective is to establish whether and, if so, in what form the Talanx Group can remain invested in the issuer.

To do this, the analysts responsible communicate the Talanx Group's ESG requirements and expectations extremely clearly and unambiguously. Equally, the dialogue aims to determine how importantly the issuers take the ESG topics addressed. The focus here is not just on the ambitions formulated by the company concerned, but also on concrete measures and their implementation status.

If the experts gain the overall impression that the company is transforming to a more sustainable business model, the Talanx Group can remain invested in it. However, if the ambition level is considered to be too low or not concrete enough, or if the measures being taken are insufficient, actions ranging from a prohibition on further investment down to divesting the positions concerned will be initiated. The procedure to be adopted is resolved by the Responsible Investment Committee on a case-by-case basis.

Engagement processes were conducted with 33 issuers on 34 issues in 2024. Environmental topics dominated most of them, followed by governance (G) issues. In terms of the sectors involved, most engagement processes were conducted with companies from the utilities sectors followed by the oil & gas and chemicals sector. This was followed by companies from the financial sector and the construction and construction materials industry. Portfolio Management documents the results of the discussions.

In addition, the Talanx Group exercises its voting rights as an equity investor in the case of the largest holdings in its German portfolio companies, which are held in custody by central depositories. Voting rights are also exercised in the case of mid- and large-caps if the interest held in the portfolio company concerned, measured across all holdings, exceeds a threshold of 1% of the shares in circulation. An external service provider has been commissioned to analyze the general meeting documents and to implement voting behaviour that complies with the Sustainability International Proxy Voting Guidelines.

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Environmental information (as of 2024)

Consumption figures

Water

Consumption at the locations in Hannover, Cologne, Berlin, Dortmund, Düsseldorf, Essen, Hamburg, Hilden, Leipzig, Mainz, Munich, Nuremberg, Saarbrücken, Stuttgart and Rostock.

73,506.02 m³

Fresh water consumption in 2024

-14.28%

compared to the previous year (84,000 m³)

Social information (as of 2024)

Employer responsibility

Trainee ratio

(Talanx Primary Insurance Group Germany)

3.2%

Severe disability rate

(Talanx Primary Insurance Group Germany)

≈ 4.3%

Percentage distribution of collective bargaining agreements

(Talanx Primary Insurance Group Germany)

Gender	Percentage	Headcount
Male	49.8%	3,818
Female	50.2%	3,841

Gender Distribution F1 (Talanx Group incl. Hannover Re Group)

	Male	Female	Total	Ratio of women
Board members and managing directors	125	23	148	15.5%
Management level 1	359	147	506	29.1%
Total	484	170	654	26.0%

Sustainable commuting



Charging stations

- Talanx offers charging infrastructure for electric and hybrid vehicles at several locations in Germany, including Hamburg, Hannover, Hilden, Cologne, Mainz, Munich and Stuttgart.
- Employees can use the charging points after booking in advance, and guests also have access at selected locations.



Bike leasing

- Talanx supports sustainable mobility for its employees and all companies in the primary insurance group in Germany through the JobRad bicycle leasing programme, which offers a cost-effective and climate-friendly alternative to cars.
- Savings of up to 40% and additional comprehensive insurance including mobility guarantee.
- Private and professional use possible.



Parking facilities

- Talanx provides secure, covered bicycle parking facilities at its locations in Germany.
- Many of these parking facilities also have charging stations for e-bike batteries.

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