



## **UNIQA Insurance Group AG**

**25th Annual General Meeting on 3 June 2024**

### **Resolutions proposed by the Management Board**

#### **1. Item 1 of the Agenda**

**Presentation of the approved and officially adopted Non-consolidated Financial Statements and the Consolidated Financial Statements of UNIQA Insurance Group AG for the year ended 31 December 2023, the Management Report and the Group Management Report, the Consolidated Corporate Governance Report of the Management Board, the separate Consolidated Non-financial Report of the Management Board, and the profit distribution proposal of the Management Board together with the report of the Supervisory Board for the 2023 business year pursuant to Section 96 of the Stock Corporation Act**

*No motion or resolution to be adopted in respect of this agenda item.*

#### **2. Item 2 of the Agenda**

**Resolution on the appropriation of the net profit shown in the Company's Annual Financial Statements for the year ended 31 December 2023**

Pursuant to section 108 (1) of the Stock Corporation Act, the Management Board of the Company proposes that the Annual General Meeting adopt the following resolution:

*"The net profit for the 2023 financial year in the amount of EUR 176,789,324.96 shall be appropriated as follows: Distribution of a dividend of EUR 0.57 for each no-par-value share carrying dividend rights (309,000,000 no-par-value shares in circulation as of 31 December 2023, less treasury shares held directly by the Company on the day the resolution is adopted), each representing a pro-rata share of EUR 1.00 in the share capital. The residual amount shall be carried forward to new account."*

#### **3. Item 3 of the Agenda**

**Resolution on the approval of the actions of the members of the Management Board and the Supervisory Board of the Company for the 2023 business year**

Pursuant to section 108 (1) of the Stock Corporation Act, the Management Board of the Company proposes that the Annual General Meeting adopt the following resolution:

*"The actions of the members of the Management Board of the Company (in the 2023 business year) shall be approved for the 2023 business year."*

Pursuant to section 108 (1) of the Stock Corporation Act, the Management Board of the Company further proposes that the Annual General Meeting adopt the following resolution:

*"The actions of the members of the Supervisory Board of the Company (in the 2023 business year) shall be approved for the 2023 business year."*

#### **4. Item 4 of the Agenda**

**Election of the auditor of the non-consolidated and consolidated financial statements for the 2025 business year and (anticipatory) election of the auditor of the sustainability reports for the business years 2024 and 2025**

*No resolution proposed by the Management Board.*

#### **5. Item 5 of the Agenda**

**Resolution on the Remuneration Report disclosing the remuneration of the Management Board and the Supervisory Board for the 2023 business year**

The Management Board and the Supervisory Board of a listed company have to draw up a clear and comprehensible remuneration report disclosing the remuneration of the members of the Management Board and the Supervisory Board pursuant to section 78c and section 98a of the Stock Corporation Act.

The remuneration report for the business year under review is to be submitted to a vote by the Annual General Meeting. The vote is deemed to be a recommendation. The resolution cannot be challenged (section 78d (1) of the Stock Corporation Act).

On 10 April 2024, the Management Board and the Supervisory Board of the Company adopted the Remuneration Report for the 2023 business year. The Remuneration Report is available on the website of the Company, as entered in the Companies Register (and is attached to this proposed resolution).

The Management Board of the Company proposes pursuant to section 108 (1) of the Stock Corporation Act that the Annual General Meeting adopt the following resolution:

*"The Remuneration Report disclosing the remuneration of the Management Board and the Supervisory Board for the 2023 business year, as attached to this proposed resolution as Enclosure 1 (and available on the website of the Company entered in the Companies Register), shall be adopted."*

#### **6. Item 6 of the Agenda**

**Resolution on the amended Remuneration Policy**

*No resolution proposed by the Management Board.*

**7. Item 7 of the Agenda**

**Resolution on the daily allowances and the remuneration of the members of the Supervisory Board**

The Management Board of the Company proposes pursuant to section 108 (1) of the Stock Corporation Act that the Annual General Meeting adopt the following resolution:

*“The remuneration of the members of the Supervisory Board shall amount to a total of EUR 1,180,000.00 for the 2023 business year. The distribution among the individual members of the Supervisory Board is subject to a resolution by the Supervisory Board. The daily allowances for members of the Supervisory Board shall be set at EUR 1.000.00 per meeting day of the Supervisory Board and per participating member of the Supervisory Board.”*

**8. Item 8 of the Agenda**

**Resolution on the authorization of the Management Board, up to and including 30 June 2029:**

- (a) to increase the share capital with the approval of the Supervisory Board by a maximum of EUR 80,000,000 through the issue of up to 80,000,000 no-par value bearer shares or registered shares with voting rights against cash contributions or contributions in kind once or in several parts,
- (b) subject to approval by the Supervisory Board, to exclude, if appropriate, the shareholders' subscription rights, provided the share capital is increased
  - (b.a.) for the purpose of implementing an employee participation program either including members of the Management Board and/or senior executives or exclusively for members of the Management Board and/or senior executives of the Company or a stock option plan for employees, including members of the Management Board and/or senior executives or exclusively for members of the Management Board and/or senior executives of the Company and, where appropriate, of affiliated companies, including, if applicable, through the transfer of shares to an employee participation foundation within the meaning of section 4d (4) of the Income Tax Act, or
  - (b.b) against contributions in kind, in particular of businesses, establishments, parts of establishments or shares in one or several companies in Austria or abroad, or
  - (b.c.) for an over-allotment option (greenshoe), or
  - (b.d.) for the adjustment of fractional amounts, and
- (c) to determine, with the approval of the Supervisory Board, the type of shares to be newly issued (bearer shares or registered shares), the issue price, and the other terms and conditions of the issue (authorized capital),

**and resolution on the amendment to the Articles of Association of the Company in Art.4 para.3 in accordance with the resolution on authorized capital.**

In view of the expiry of the authorization regarding the authorized capital on 30 June 2024 and with reference of the report of the Management Board published on the website of the Company and available at the Annual General Meeting, the Management Board of the Company proposes pursuant to section 170 (2) of the Stock Corporation Act in conjunction with section 153 (4) of the Stock Corporation Act, that the Annual General Meeting adopt the following resolution:

*“The Management Board shall be authorized, up to and including 30 June 2029,*

- (a) to increase the share capital with the approval of the Supervisory Board by a maximum of EUR 80,000,000 through the issue of up to 80,000,000 no-par value bearer shares or registered shares with voting rights against cash contributions or contributions in kind once or in several parts,*
- (b) subject to approval by the Supervisory Board, to exclude, if appropriate, the shareholders’ subscription rights, provided the share capital is increased*

*(b.a.) for the purpose of implementing an employee participation program either including members of the Management Board and/or senior executives or exclusively for members of the Management Board and/or senior executives of the Company or a stock option plan for employees, including members of the Management Board and/or senior executives or exclusively for members of the Management Board and/or senior executives of the Company and, where appropriate, of affiliated companies, including, if applicable, through the transfer of shares to an employee participation foundation within the meaning of section 4d (4) of the Income Tax Act, or*

*(b.b) against contributions in kind, in particular of businesses, establishments, parts of establishments or shares in one or several companies in Austria or abroad, or*

*(b.c.) for an over-allotment option (greenshoe), or*

*(b.d.) for the adjustment of fractional amounts, and*

- (c) to determine, with the approval of the Supervisory Board, the type of shares to be newly issued (bearer shares or registered shares), the issue price, and the other terms and conditions of the issue (authorized capital),*

*and to resolve on the amendment to the Articles of Association of the Company in Art.4 para.3 in accordance with the resolution on authorized capital, so that the provision is as follows:*

*The Management Board shall be authorized, up to and including 30 June 2029,*

- (a) to increase the share capital with the approval of the Supervisory Board by a maximum of EUR 80,000,000 through the issue of up to 80,000,000 no-par value bearer shares or registered shares with voting rights against cash contributions or contributions in kind once or in several parts,*
- (b) subject to approval by the Supervisory Board, to exclude, if appropriate, the shareholders’ subscription rights, provided the share capital is increased*

*(b.a.) for the purpose of implementing an employee participation program either including members of the Management Board and/or senior executives or exclusively for members of the Management Board and/or senior executives of the Company or a stock option plan for employees, including members of the Management Board and/or senior executives or exclusively for members of the Management Board and/or senior executives of the Company and, where appropriate, of affiliated companies, including, if applicable, through the transfer of shares to an employee participation foundation within the meaning of section 4d (4) of the Income Tax Act, or*

*(b.b) against contributions in kind, in particular of businesses, establishments, parts of establishments or shares in one or several companies in Austria or abroad, or*

*(b.c.) for an over-allotment option (greenshoe), or*

*(b.d.) for the adjustment of fractional amounts, and*

*(c) to determine, with the approval of the Supervisory Board, the type of shares to be newly issued (bearer shares or registered shares), the issue price, and the other terms and conditions of the issue (authorized capital).*

*Supervisory Board is authorized to resolve on the amendment to the Articles of Association of the Company resulting from issue of shares from authorized capital.”*

**9. Item 9 of the agenda**

**Election of a member of the Supervisory Board**

*No resolution proposed by the Management Board.*

**Enclosures**

Enclosure 1 ad Agenda item 5: Remuneration Report disclosing the remuneration of the Management Board and the Supervisory Board for the 2023 business year



**UNIQA Insurance Group AG**

**REMUNERATION REPORT**  
**for the 2023 financial year**

on the remuneration of the  
members of the  
Management Board

and

the principles of remuneration of  
the members of the  
Supervisory Board

in accordance with  
Sections 78c and 98a of the  
Austrian Stock Corporation Act

10 April 2024

<b>Part A – Remuneration Report 2023 of the Management Board</b>	<b>3</b>
1. Introduction	3
1.1 General information	3
1.2 Annual change in the company’s economic performance	4
1.3 The scope of the report	5
<b>2. Components of remuneration in the 2023 financial year</b>	<b>6</b>
2.1 General information	6
2.2 Remuneration components	8
2.3 D&O liability insurance	9
2.4 Company pension plan	9
2.5 Variable remuneration components	11
2.5.1 Short-term incentive	11
2.5.2 Multi-year share-based remuneration (long-term incentive)	12
2.5.3 Determining target achievement	14
2.5.4 Payment of variable remuneration components/possible reclaiming of variable remuneration components	14
<b>3. Average remuneration of other employees at the company on a full-time equivalent basis (conditions of remuneration and employment for employees)</b>	<b>14</b>
<b>4. Term and termination of the contracts of the members of the Management Board</b>	<b>15</b>
<b>Part B – Remuneration Report 2023 of the Supervisory Board</b>	<b>16</b>
5. General information	16
6. Remuneration components	17
7. Term of office of the Supervisory Board	19
<b>ANNEX</b>	<b>20</b>



## Part A – Remuneration Report 2023 of the Management Board

### 1 Introduction

#### 1.1 General information

The Remuneration Policy of UNIQA Insurance Group AG (“UNIQA” or the “company”), which was drawn up for the first time by the Supervisory Board on 15 April 2020, was submitted to the 21st Annual General Meeting on 25 May 2020 for a vote and was approved by a majority of 99.82 per cent of the capital represented.

The Remuneration Policy, together with the date and outcome of the vote, was published on the company’s website that is registered with the Companies Register.

Pursuant to Section 78b (1) of the Stock Corporation Act, the Remuneration Policy must be submitted to a vote by the Annual General Meeting at least every fourth financial year and in the case of any material amendment. The appointed Committee of the Supervisory Board for Board Affairs, which consists of the same individuals acting in the function of the Remuneration Committee, reviewed the applicable Remuneration Policy and recommended a revised Remuneration Policy to the Supervisory Board on 10 April 2024. The Remuneration Policy renewed by the Supervisory Board on 10 April 2024 will be submitted to UNIQA’s 25th Annual General Meeting on 3 June 2024 as a proposed resolution for voting.

In accordance with Section 78c of the Austrian Stock Corporation Act and the provisions of the Austrian Code of Corporate Governance as amended in January 2023, the Management Board and the Supervisory Board prepared this Remuneration Report 2023 of the members of the Management Board on 10 April 2024 after preliminary discussions with the appointed Committee of the Supervisory Board for Board Affairs, whose members are identical to the Remuneration Committee, and decided to submit it for voting at the 25th Annual General Meeting to be held on 3 June 2024.

The nature of such vote is that of a recommendation. The resolution cannot be contested.

The Remuneration Report 2022 was approved at the 24th Annual General Meeting on 6 June 2023 with a majority of 90.52 per cent of the valid votes cast (not including abstentions), with 73.05 per cent of the share capital represented in the vote. There were no requests from shareholders to speak on the Remuneration Report. Due to the high level of acceptance of the Remuneration Report by the shareholders, there was no need to take the voting result into consideration with regard to the Remuneration Report of the 2023 reporting year.

If necessary, the Remuneration Report for the 2024 financial year must state how the outcome of the vote of the 25th Annual General Meeting on 3 June 2024 on the 2023 Remuneration Report was taken into account.





## 1.2 Annual change in the company's economic performance

The following key figures and their respective changes for each year are presented in the Annex. Reference is also made to the extensive publications on the UNIQA Insurance Group AG website.

German <https://www.uniqagroup.com/grp/investor-relations/publications/berichte-praesentationen.de.html>  
 English <https://www.uniqagroup.com/grp/investor-relations/publications/reports-presentations.en.html>

### Overview of key figures 2019–2022

In € million	2019	2020	2021	2022
<b>Premiums written, including savings portions from unit-linked and index-linked life insurance</b>	<b>5,373</b>	<b>5,565</b>	<b>6,358</b>	<b>6,605</b>
of which property and casualty insurance	2,847	3,010	3,490	3,686
of which health insurance	1,131	1,168	1,226	1,277
of which life insurance	1,395	1,387	1,642	1,642
<b>Insurance benefits (net)</b>	<b>-3,666</b>	<b>-3,695</b>	<b>-4,104</b>	<b>-4,096</b>
of which property and casualty insurance	-1,719	-1,775	-1,965	-2,083
of which health insurance	-969	-963	-998	-1,082
of which life insurance	-977	-956	-1,141	-930
<b>Operating expenses (net)</b>	<b>-1,407</b>	<b>-1,566</b>	<b>-1,649</b>	<b>-1,712</b>
of which property and casualty insurance	-861	-971	-1,038	-1,083
of which health insurance	-188	-225	-207	-209
of which life insurance	-358	-371	-404	-419
<b>Combined ratio after reinsurance (in per cent)</b>	<b>96.4%</b>	<b>97.8%</b>	<b>93.7%</b>	<b>92.9%</b>
Loss ratio (in per cent)	64.2%	63.2%	61.3%	61.1%
Cost ratio (in per cent)	32.2%	34.6%	32.4%	31.8%
<b>Net investment income</b>	<b>585</b>	<b>505</b>	<b>648</b>	<b>406</b>
<b>Earnings before taxes</b>	<b>232</b>	<b>57</b>	<b>382</b>	<b>422</b>
of which property and casualty insurance	61	-68	107	124
of which health insurance	86	80	173	120
of which life insurance	85	45	102	178
<b>Consolidated profit/(loss)</b>	<b>171</b>	<b>19</b>	<b>315</b>	<b>383</b>
<b>Earnings per share (in €)</b>	<b>0.56</b>	<b>0.06</b>	<b>1.03</b>	<b>1.25</b>
<b>Dividend per share (in €)</b>	<b>0.18</b>	<b>0.18</b>	<b>0.55</b>	<b>0.55<sup>1)</sup></b>
<b>Equity (portion attributable to shareholders of UNIQA Insurance Group AG)</b>	<b>3,368</b>	<b>3,450</b>	<b>3,304</b>	<b>2,034</b>
<b>Total assets</b>	<b>28,674</b>	<b>31,908</b>	<b>31,548</b>	<b>28,196</b>
<b>Operating return on equity (in per cent)</b>	<b>5.4%</b>	<b>0.6%</b>	<b>9.3%</b>	<b>14.4%</b>
<b>Solvency capital requirement (SCR) ratio (in per cent)</b>	<b>221%</b>	<b>170%</b>	<b>196%</b>	<b>246%</b>

## Overview of key figures 2023

### Change in accounting standards in accordance with IFRS 17/9

Pages 62 and 63 of the Group Annual Report 2023 – see the company's website ([www.uniqagroup.com](http://www.uniqagroup.com)) under Investor Relations/Publications – show the main differences compared to the previous accounting standards. The comparative figures for 2022 have been reconciled to the amended standards. See also the detailed overview of the 2023 key figures on page 20 of this report.

In € million	2023	2022	Change
<b>Premiums written<sup>1)</sup></b>	<b>7,185.6</b>	<b>6,548.7</b>	<b>+9.7%</b>
<i>of which property and casualty insurance</i>	4,214.3	3,683.0	+14.4%
<i>of which health insurance</i>	1,388.1	1,275.9	+8.8%
<i>of which life insurance</i>	1,583.2	1,589.8	-0.4%
<b>Premiums written UNIQA Austria<sup>1)</sup></b>	<b>4,290.0</b>	<b>4,086.4</b>	<b>+5.0%</b>
<b>Premiums written UNIQA International<sup>1)</sup></b>	<b>2,787.9</b>	<b>2,450.0</b>	<b>+13.8%</b>
<b>Technical result</b>	<b>562.2</b>	<b>564.0</b>	<b>-0.3%</b>
<b>Overall cost ratio</b>	<b>31.0%</b>	<b>30.9%</b>	<b>–</b>
<b>Combined ratio (gross before reinsurance)</b>	<b>89.4%</b>	<b>91.7%</b>	<b>–</b>
<b>Earnings before taxes</b>	<b>426.4</b>	<b>272.3</b>	<b>+56.6%</b>
<b>Consolidated profit/(loss)</b>	<b>302.7</b>	<b>256.0</b>	<b>+18.3%</b>
<b>Earnings per share (in €)</b>	<b>1.05</b>	<b>0.83</b>	<b>+26.5%</b>
<b>Dividend per share (in €)</b>	<b>0.57</b>	<b>0.55</b>	<b>+3.6%</b>
<b>Equity</b>	<b>2,730.1</b>	<b>1,901.0</b>	<b>+43.6%</b>
<b>Total assets</b>	<b>28,151.0</b>	<b>26,641.1</b>	<b>+5.7%</b>
<b>Return on equity</b>	<b>14.1%</b>	<b>11.6%</b>	<b>–</b>
<b>Regulatory solvency capital requirement ratio – SCR</b>	<b>~ 255%</b>	<b>246%</b>	<b>–</b>

<sup>1)</sup> Including savings portions from unit-linked and index-linked life insurance (local accounting practices)

### 1.3 The scope of the report

This Remuneration Report, which has been prepared in accordance with the requirements of Section 78c of the Austrian Stock Corporation Act and L-Rule 29a of the Austrian Code of Corporate Governance 2023, is intended to provide a comprehensive overview of the remuneration granted or owed to current and former members of the Management Board in the course of the 2023 financial year as part of the Remuneration Policy, including all benefits in any form.

In accordance with Section 78c of the Austrian Stock Corporation Act, so far as applicable, the Remuneration Report must include the following information on the remuneration of the individual members of the Management Board:

- the total remuneration divided into components, the relative proportions of fixed and variable remuneration components and an explanation of how the total remuneration is consistent with the Remuneration Policy, including information on how the total remuneration supports the long-term performance of the company and how the performance criteria have been applied;
- the annual change in total compensation, the company's economic performance and the average compensation of the company's other employees on a full-time equivalent basis, for at least the last five financial years and in a manner that permits comparison;

- any remuneration from affiliated companies (Section 189a No. 8 of the Austrian Commercial Code);
- *[the number of shares and stock options granted or offered and the principal terms and conditions of exercise of the rights, including the exercise price, the exercise date and any changes to those terms and conditions] – not applicable*
- information on whether and how the option to reclaim variable remuneration components was applied;
- *[Information on any deviations from the procedure for implementing the Remuneration Policy pursuant to Section 78a (2) to (7) and on any deviations practised pursuant to Section 78a (8), including an explanation of the nature of the exceptional circumstances, and a statement of the specific parts from which deviations have been made] – not applicable*

## 2 Components of remuneration in the 2023 financial year

### 2.1 General information

Remuneration to the members of the Management Board was granted in the 2023 financial year on the basis of an established Remuneration Policy. The remuneration granted promotes the long-term performance of the company. The performance criteria were determined and applied on the basis of the Remuneration Policy.

The members of the Management Board received fixed (non-performance-related) remuneration in the 2023 financial year. The short-term incentive for 2022 was also disbursed in 2023 as well as the deferred amounts from their short-term incentive for 2019. Finally, the 2019 tranche of the long-term incentive was paid out.

A short-term incentive and a long-term incentive were again set for the 2023 financial year, the latter as a multi-year share-based remuneration component (2023 tranche).

The total remuneration of the members of the Management Board was commensurate with the tasks and performance of the individual Management Board member, the situation of the company and the practices of the market, and set long-term conduct incentives for sustainable corporate development. In particular, the target values of the short-term incentive offered in 2023 and the open tranches 2020 to 2023 of the long-term incentive were in line with UNIQA's business strategy in that they refer to key figures that are critical for UNIQA's strategic and long-term development. In particular, ESG-relevant target achievement parameters were implemented in the system for individual Management Board members for the first time in the short-term incentive 2023.

Peer reviews conducted on comparable companies confirmed the appropriateness of the remuneration paid to the Management Board. The target achievement parameters of the short-term incentive made allowances for a sustainable corporate development, taking into consideration figures from the strategic medium-term planning, but also the individual departmental responsibilities. The overall company target and basic prerequisite for payouts from the short-term incentive 2023 is the dividend target, which must not fall below

a certain threshold. A “sustainability test” also takes into account the medium-term development of the Group’s solvency ratio. For example, underperformance may result in a reduction of the deferred component of the short-term incentive over the “vesting period” of three years. In the four-year performance period of the individual tranches of the long-term incentive, capital market-specific parameters are taken into account, as well as the solvency development and the earnings power of the non-life insurance segment. The latter target achievement parameter (earnings power of the non-life insurance segment) was replaced by an ESG-relevant target definition starting from the 2023 financial year because, according to the new accounting standards IFRS 9/17 applicable from the 2023 financial year onwards, it is no longer possible to determine a combined ratio for the property/casualty segment in the conventional manner.

The ratio of fixed income, which was set in line with the market, and the variable remuneration from the short-term incentive and long-term incentive was appropriate and ensured that there was no incentive to achieve only (short-term) bonuses.

From the beginning of 2023, UNIQA’s Management Board consisted of eight members for three months due to the retirement of a Management Board member at the end of 2022; from April 2023, the Management Board again consisted of nine members due to a Management Board appointment. The Management Board of UNIQA Österreich Versicherungen AG is made up of the same individuals. UNIQA is the only entity paying remuneration for the members of the Management Board.

No separate remuneration is offered for other board functions performed by Management Board members in the Group, in particular not for the Management Board function performed by the same individuals at UNIQA Österreich Versicherungen AG. Some of UNIQA’s expenses are allocated to UNIQA Österreich Versicherungen AG based on a cost centre procedure that is in line with the market and according to the respective source.

## 2.2 Remuneration components

The fixed and variable remuneration granted in the 2023 financial year is described in detail below.

The individual members of the Management Board of UNIQA Insurance Group AG will receive the following remuneration in the 2023 financial year:

In € thousand (all individual figures rounded)	Fixed remuneration	Variable remuneration (STI) <sup>1)</sup>	Multi-year share-based remuneration (LTI) 2019 tranche	Total current remuneration	Relative share of total remuneration in %		
					FIX	STI	LTI
Andreas <b>BRANDSTETTER</b>	748 (660)	660	320	1,727	43	38	19
Peter <b>EICHLER</b>	517 (450)	404	184	1,105	47	37	17
Wolf-Christoph <b>GERLACH</b>	544 (450)	326	0	870	63	37	0
Peter <b>HUMER</b>	567 (495)	427	155	1,148	49	37	13
Wolfgang <b>KINDL</b>	558 (495)	473	242	1,237	44	37	19
René <b>KNAPP</b>	508 (450)	346	0	854	59	41	0
Erik <b>LEYERS</b>	514 (450)	404	184	1,103	47	37	17
Sabine <b>PFEFFER</b> (since 1 April 2023)	279 (350)	0	0	279	41	39	21
Kurt <b>SVOBODA</b>	623 (545)	545	242	1,411	44	39	17
<b>Total sum</b>	<b>4,858</b>	<b>3,586</b>	<b>1,327</b>	<b>9,771</b>	<b>45</b>	<b>39</b>	<b>16</b>
2022	4,734	4,161	1,722	10,616	45	39	16
2021	4,675	806 <sup>2)</sup>	1,140	6,621	71	12	17
2020	4,377	2,310 <sup>3)</sup>	2,137	8,824	50	25	24
2019	1,574	1,141	468	3,183	49	36	15
2018	1,612	1,295	450	3,356	49	38	13

<sup>1)</sup> Variable remuneration comprises the "deferred component" of the short-term incentive (STI) for the 2019 financial year (€693 thousand) and the part of the entitlement to the short-term incentive for 2022 that was payable immediately (€2,893 thousand). A deferred component from the 2019 STI has been taken into account for René KNAPP for his role before he became a member of the Management Board (€20 thousand). The variable remuneration paid to Wolf-Christoph GERLACH for his role at UNIQA Biztosító Zrt, Budapest did not include any deferral.

<sup>2)</sup> No short-term incentive was offered for the 2020 financial year; in the 2021 financial year, therefore, only the deferred amount of the short-term incentive from 2017 was due in the short-term incentive category (Peter HUMER and Wolf-Christoph GERLACH are not yet entitled; a deferred component of €18 thousand is taken into account for René KNAPP from his role before his appointment to the Management Board).

<sup>3)</sup> This includes €93 thousand in variable remuneration paid to Wolf-Christoph GERLACH for his role on the Management Board at UNIQA Biztosító Zrt, Budapest, which ended at the end of 2019.

Wolf-Christoph GERLACH and René KNAPP were not included in the long-term incentive until the 2020 financial year (2020 tranche) and Sabine PFEFFER not until the 2023 financial year.

The fixed salary components included remuneration in kind equivalent to €81 thousand (2022: €100 thousand) for company flats provided to individual members of the Management Board and for company cars provided for use (including private use).

In 2023, payments totalling €461 thousand were made from the short-term incentive 2022 and the deferral of the 2019 short-term incentive for Management Board member Klaus PEKAREK, who left the Management Board at the end of 2022. Klaus PEKAREK received €161 thousand in contractual termination payments. In addition, an amount of €242 thousand was paid out from the 2019 long-term incentive. In 2025 and 2026, payments totalling €271 thousand are expected to be made from the deferrals of the 2021 and 2022 short-term incentives. There is still an entitlement from the long-term incentives for 2020, 2021 and 2022.

The fixed income shown in brackets and in italics in the column “Fixed remuneration” has been defined according to the reference system set out by the Remuneration Committee and described in the Remuneration Policy. The range of fixed income in accordance with the revised Remuneration Policy 2024 is between €450 thousand and €660 thousand per year, although Sabine PFEFFER, as a newly appointed member of the Management Board, will only be moved over to this range after a transition period. The above-mentioned remuneration in kind amounts are not components of this range, but are reported nonetheless under fixed income for the purposes of reconciliation with the notes to the annual financial statements.

If company housing has been provided (Peter HUMER, Erik LEYERS and Kurt SVOBODA), the gross remuneration is reduced to the extent as if the company flat had been rented at the net cost amounting to the additional taxable amounts.

The fixed income includes a performance bonus granted by the Remuneration Committee to the members of the Management Board (with the exception of Sabine PFEFFER) for the 2022 financial year in the amount of 10 per cent of the fixed income according to the reference system (including Klaus PEKAREK).

Wolf-Christoph GERLACH's fixed income includes an amount of €30 thousand in holiday pay not paid out until 2023 for the period of his Management Board function at UNIQA Biztosító Zrt, Budapest, until the end of 2019.

### **2.3 D&O liability insurance**

For the members of the Supervisory Board and the Management Board, UNIQA Insurance Group AG has taken out a Directors and Officers insurance policy with another insurance company, which is customary in the market. The costs are borne by UNIQA Insurance Group AG.

### **2.4 Company pension plan**

For the Management Board members, pension commitments exist in part through Valida Pension AG, and to some degree pension liability insurance has been concluded, the latter with an annual premium of 20 per cent of the fixed annual income.



Retirement pensions, occupational disability provisions as well as survivor benefits have been agreed upon, whereby the pension entitlements include both a contractual arrangement with Valida Pension AG, and in the case of pension liability insurance, there are reinsured pension entitlements vis-à-vis UNIQA Österreich Versicherungen AG.

The retirement pension (which is exclusively defined contribution in the annuitisation phase) via Valida Pension AG as a general rule becomes due for payment when the beneficiary reaches their 65th year of life (standard retirement age in accordance with the Austrian General Social Insurance Act). The pension entitlement is reduced in the event of earlier retirement, with the pension eligible for disbursement once the beneficiary reaches the age of 60. In the case of pension liability insurance, retirement pensions from the annuitisation of the insurance proceeds are paid out at the time the benefits are due, generally from the age of 65, but at the earliest from the age of 60.

In the case of the occupational disability provision and survivor's benefits, basic amounts are provided through the pension commitments via Valida Pension AG as a minimum pension. In the case of pension liability insurance, the amount of the benefits corresponds to the annuitisation of the insurance proceeds from the policies taken out.

The pension amounts of the Management Board members with pension entitlements vis-à-vis Valida Pension AG are exclusively guaranteed at the time of arising (at a mark-down if the pension accrual occurs before the age of 65).

The pension scheme at Valida Pension AG is funded by the company for the duration of the mandate through regular premium payments for the individual Management Board members; for the pension liability insurance, the company makes premium payments to UNIQA Österreich Versicherungen AG in accordance with a standard pension tariff of 20 per cent of the annual fixed remuneration during the term of the Management Board mandate.

In the case of pension commitments via Valida Pension AG, compensation payments are incurred to guarantee the pension amount at the point in time of arising if members of the Management Board resign before reaching 65 years of age (calculated duration of premium payments to avoid over-financing). Furthermore, if the investment result of Valida Pension AG is below the underlying assumed interest rate there may be compensation payments.

In addition to the remuneration of the members of the Management Board listed under 2.2, €896 thousand (2021: €1,059 thousand) was paid for pension commitments via Valida Pension AG and for pension liability insurance with UNIQA Österreich Versicherungen AG (see Footnote <sup>1)</sup> to the following table).

In € thousand	Pension contributions
Andreas <b>BRANDSTETTER</b>	84
Peter <b>EICHLER</b>	86
Wolf-Christoph <b>GERLACH</b>	90
Peter <b>HUMER</b>	99
Wolfgang <b>KINDL</b>	119
René <b>KNAPP</b>	90
Erik <b>LEYERS</b>	170
Sabine <b>PFEFFER</b> (since 1 April 2023)	53
Kurt <b>SVOBODA</b>	105
<b>Total sum</b>	<b>896</b>
2022	1,059
2021	1,059
2020	1,024
2019	359
2018	359

<sup>1)</sup> The pension contributions for Wolf-Christoph GERLACH, Peter HUMER and René KNAPP (starting from the 2020 financial year) as well as Sabine PFEFFER relate to pension liability insurance, whereby €184 thousand of the total amount shown for 2020 was not paid until 2021 (shown for reasons of comparability).

The amount expended on pensions in the reporting year for former members of the Management Board and their survivors was €2,147 thousand (2022: €1,964 thousand).

## 2.5 Variable remuneration components

### 2.5.1 Short-term incentive

A short-term incentive is offered in which, when defined targets are met, variable remuneration is made for the financial year based on the respective earnings situation and the specified individual objectives. The short-term incentive is limited to the amount of the annual fixed income. The variable remuneration is paid partly in the following year and partly (as a deferred component) after three years.

The short-term incentive consists of an annual target bonus (approximately 69 per cent of the maximum entitlement) and an individual target bonus (approximately 31 per cent of the maximum entitlement). The deferred components make up 40 per cent of the annual target bonus. The annual target bonus is based on group targets and regional targets, the individual target bonus on qualitative and quantitative criteria.

The target achievement parameters (target values and calibration of target achievement) for the annual target bonus and the individual target bonus are determined by the Supervisory Board's Committee for Board Affairs, which consists of the same individuals as the Remuneration Committee.



In its function as the Remuneration Committee, the Supervisory Board's Committee for Board Affairs determined that the 2023 short-term incentives would depend on the payout of the dividend target as a prerequisite. If the established target achievement factor of the dividend target is below 80 per cent, no annual target bonus is paid out. If the target achievement factor is below 75 per cent, the individual target bonus is also completely forfeited, in addition to the annual target bonus.

The target achievement parameters are defined for the individual members of the Management Board on the basis of their specific fields of responsibility and their concrete activities and tasks. For some members of the Management Board, ESG-relevant target achievement parameters were implemented in the system for their 2023 short-term incentive.

From the short-term incentive for the 2023 financial year, provisions were made in the 2023 financial statements for anticipated payments of €4,258 thousand in 2024 and 2027.

For the 2022 short-term incentive, disbursements of €2,893 thousand were made in 2023, with €1,102 thousand expected to be paid out as a deferred component in 2026. Furthermore, the deferred amount of the short-term incentive from 2019 (€893 thousand) was paid out.

For the 2021 financial year, payments of €1,102 thousand are expected to be made from the short-term incentive in 2025.

In light of the uncertainties arising from the COVID-19 pandemic, no short-term incentive was offered to members of the Management Board for the 2020 financial year.

## 2.5.2 Multi-year share-based remuneration (long-term incentive)

Alongside the short-term incentive, a long-term incentive is offered as a share-based payment arrangement with cash settlement; it provides for one-off payments contingent upon defined target achievement parameters based on annual virtual investment amounts (allocation values) in UNIQA shares after a term of four years (performance period) in each case.

The allocation values correspond to 50 per cent of the respective annual fixed income.

The number of virtual UNIQA shares is calculated on the basis of the allotment values at the average UNIQA share price of the six months before the beginning of the performance period. The one-off payments are based on the average price of the UNIQA share in the last half-year of the performance period and the target achievement calculated as a percentage.

The performance targets and target calibration were determined by the Committee for Board Affairs in its function as a Remuneration Committee appointed by the Supervisory Board.

Due to the change of the accounting standards to IFRS 9/17 starting from the 2023 financial year, the previous performance target combined ratio of the property/casualty segment no longer applies, as according to the new accounting standards (IFRS 9/17) applicable from the 2023 financial year, it is no longer possible to determine a combined ratio for the property/casualty segment in the conventional manner.

This was the first time that ESG-relevant performance targets were implemented in the system, instead of the combined ratio of the property/casualty segment.

The target achievement parameters for the long-term incentive 2023 are (i) the average total shareholder return (TSR) of UNIQA shares compared with the average TSR of the shares in the companies on the DJ Euro STOXX TMI Insurance, (ii) the return on risk capital (RoRC), (iii) the target in the corporate weighted average carbon intensity (WACI) and (iv) the target in the approved science based target initiative (“approved SBTi”). The achievement of all these performance targets is determined separately to determine the number of long-term incentive plan (LTI) shares paid out at the end of the performance period and is weighted at 30 out of 100 for performance targets (i) and (ii) and 20 out of 100 for performance targets (iii) and (iv).

Transitional regulations for performance targets and the weighting apply to LTI tranches until 2022 because, as described above, the amended accounting standards to be applied from 2023 made it necessary to revise the target achievement parameters.

The one-off payments are limited to 200 per cent of the average target achievement in relation to the number of virtual UNIQA shares. If the target is achieved by less than 50 per cent, no payment is made.

The long-term incentive is paired with a self-investment obligation of the Management Board members in UNIQA shares that is equivalent to 10 per cent of the annual allocation value. The shares must be held over the performance period for the respective tranche of the long-term incentive.

In the 2023 financial year, the members of the Management Board received payments from the 2019 tranche of the long-term incentive, as described in section 2.2. The overall target achievement rate was 120 per cent.

The allocation values and the number of virtual shares allocated based on the average price of UNIQA shares in the second half of 2022 for the 2023 tranche are as follows:

Average price €6.70	Allocation values In € thousand	Number of virtual shares
Andreas <b>BRANDSTETTER</b>	330	49,254
Peter <b>EICHLER</b>	225	33,583
Wolf-Christoph <b>GERLACH</b>	225	33,583
Peter <b>HUMER</b>	250	37,314
Wolfgang <b>KINDL</b>	250	37,314
René <b>KNAPP</b>	225	33,583
Erik <b>LEYERS</b>	225	33,583
Sabine <b>PFEFFER</b> (since 1 April 2023)	250	19,590
Kurt <b>SVOBODA</b>	275	41,045
<b>Total virtual shares, 2023 tranche</b>		<b>318,849</b>

At 31 December 2023, a total of 1,150,308 virtual shares were relevant for future payments from the long-term incentive for the members of the Management Board.

### 2.5.3 Determining target achievement

In its function as the Remuneration Committee, the Committee for Board Affairs has determined the degree of target achievement for the long-term incentive, 2019 tranche, on the basis of the earnings situation (i.e. after a results-based analysis) in relation to the four-year performance period up to and including the 2022 financial year, in each case applying the principles described in 2.5.2. Based on this, and taking into account the target calibration, the committee then determined the volume of the share-based remuneration component (long-term incentive) with an overall target achievement rate of 120 per cent.

### 2.5.4 Payment of variable remuneration components/possible reclaiming of variable remuneration components

The deferred amount of the 2019 short-term incentive and the 2019 – 2022 tranche of the long-term incentive were paid with the May 2023 remuneration.

Before the deferred component of the 2019 STI entitlement was paid out, a sustainability review was carried out by the Supervisory Board's Committee for Board Affairs in its function as the Remuneration Committee.

A deferred component is not provided for the LTI, but deferred payout automatically results from the four-year performance period.

The conditions for reclaiming variable remuneration components already paid were not in place, so this option did not need to be exercised.

The total remuneration granted in the 2023 financial year, i.e. fixed income and variable remuneration components, complied with and implemented the Remuneration Policy.

## **3 Average remuneration of other employees at the company on a full-time equivalent basis (conditions of remuneration and employment for employees)**

The annual average remuneration of the employees of UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG on a full-time equivalent basis (in the back office) amounted to around €66,500 in the 2022 financial year and around €71,200 in the 2023 financial year, which corresponds to an increase of 7.1 per cent.

The comparative value in 2021 was around €64,700. The increase from 2021 to 2022 to around €66,500 was 2.8 per cent.

The comparative value in 2020 was around €64,600. The increase from 2020 to 2021 to around €64,700 was 0.2 per cent.

The comparative value in 2019 was around €63,300. The increase from 2019 to 2020 to around €64,600 was 2.1 per cent.

In the opinion of the Supervisory Board's Committee for Board Affairs (which consists of the same individuals as the Remuneration Committee), the relation between this average remuneration and that of the Management Board members is adequate and in line with the market.

#### 4 Term and termination of the contracts of the members of the Management Board

The term of the Management Board mandates is:

Andreas <b>BRANDSTETTER</b>	30 June 2028
Peter <b>EICHLER</b>	30 June 2024
Wolf-Christoph <b>GERLACH</b>	30 June 2028
Peter <b>HUMER</b>	30 June 2028
Wolfgang <b>KINDL</b>	30 June 2028
René <b>KNAPP</b>	30 June 2028
Erik <b>LEYERS</b>	30 June 2024
Sabine <b>PFEFFER</b> (since 1 April 2023)	31 December 2026
Kurt <b>SVOBODA</b>	30 June 2028

The term of the employment contracts corresponds to the term of the respective Management Board mandate. The mandates of Management Board members Andreas BRANDSTETTER, Wolf-Christoph GERLACH, Peter HUMER, Wolfgang KINDL, René KNAPP and Kurt SVOBODA were extended until 30 June 2028 (previously 30 June 2024) by resolution of the Supervisory Board on 22 November 2023. The Management Board mandates of Peter EICHLER and Erik LEYERS will expire as planned on 30 June 2024, while the mandate of Sabine PFEFFER, who was appointed to the Management Boards of UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG with effect from 1 April 2023, will continue unchanged until 31 December 2026.



## Part B – Remuneration Report 2023 of the Supervisory Board

### 5 General information

The legal basis for the Remuneration Report for the members of the Supervisory Board of UNIQA is the relevant provisions of the Austrian Stock Corporation Act (Section 98a) and the Austrian Code of Corporate Governance 2023 (L-Rule 50).

The Remuneration Policy, first established by the Supervisory Board on 15 April 2020, was submitted to the 21st Annual General Meeting on 25 May 2020 for a vote and was approved by a majority of 99.82 per cent of the capital represented.

The Remuneration Policy, together with the date and outcome of the vote, was published on the company's website that is registered with the Companies Register.

Pursuant to Section 78b (1) of the Stock Corporation Act, the Remuneration Policy must be submitted to a vote by the Annual General Meeting at least every fourth financial year and in the case of any material amendment. The appointed Committee of the Supervisory Board for Board Affairs, which consists of the same individuals acting in the function of the Remuneration Committee, reviewed the applicable Remuneration Policy and recommended a revised Remuneration Policy to the Supervisory Board on 10 April 2024. The Remuneration Policy renewed by the Supervisory Board on 10 April 2024 will be submitted to UNIQA's 25th Annual General Meeting on 3 June 2024 as a proposed resolution for voting.

In accordance with Section 78c of the Austrian Stock Corporation Act and the provisions of the Austrian Code of Corporate Governance, the Management Board and the Supervisory Board prepared this Remuneration Report 2023 of the members of the Supervisory Board on 10 April 2024 after preliminary discussions with the appointed Committee of the Supervisory Board for Board Affairs, whose members are the same individuals as the Remuneration Committee, and decided to submit it for voting at the 25th Annual General Meeting to be held on 3 June 2024.

The nature of such vote is that of a recommendation. The resolution cannot be contested.

The Remuneration Report 2022 was approved at the 24th Annual General Meeting on 6 June 2023 with a majority of 90.52 per cent of the valid votes cast (not including abstentions), with 73.05 per cent of the share capital represented in the vote. There were no requests from shareholders to speak on the Remuneration Report. Due to the high level of acceptance of the Remuneration Report by the shareholders, there was no need to take the voting result into consideration with regard to the Remuneration Report of the 2023 reporting year.

If necessary, the Remuneration Report for the 2024 financial year must state how the outcome of the vote of the 25th Annual General Meeting on 3 June 2024 on the 2023 Remuneration Report was taken into account.

The employee representatives on the Supervisory Board performed their functions on a voluntary basis; they are entitled to reimbursement of reasonable out-of-pocket expenses (Section 110 (3)(1) of the Austrian Labour Constitution Act).

Due to reaching the statutory age limit, Walter ROTHENSTEINER stepped down as Chairman of the Supervisory Board at the end of the 24th Annual General Meeting on 6 June 2023, making it necessary to elect a new member of the Supervisory Board in order to restore the number of ten elected members. The Annual General Meeting on 6 June 2023 elected Rudolf KÖNIGHOFER as a member of the Supervisory Board for a term of office until the Annual General Meeting in 2027; all other members of the Supervisory Board were re-elected for a term of office until the Annual General Meeting in 2027. Burkhard GANTENBEIN was elected as the new Chairman of the Supervisory Board.

The proportion of female Supervisory Board members among the ten elected members amounts to the legally required 30 per cent with three women. The proportion of female Supervisory Board members among the employee representatives (five members) amounts, with two women, to 40 per cent. In relation to the full Supervisory Board, the legal proportion of women is exceeded with a share of 33 per cent.

Parallel to establishing identical Management Boards of UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG, the same individuals were appointed as shareholders' representatives to the Supervisory Boards of both UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG.

The same individuals appointed to all committees of the Supervisory Board at the level of UNIQA Insurance Group AG are also appointed at the level of UNIQA Österreich Versicherungen AG.

The Supervisory Boards of UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG as well as their committees generally meet in uniform sessions.

Since UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG operate as one company in terms of labour law, employee representatives are delegated to the Supervisory Board and its committees exclusively at the level of UNIQA Insurance Group AG.

The members of the Supervisory Board of UNIQA Insurance Group AG who are also members of the Supervisory Board of UNIQA Österreich Versicherungen AG receive their daily allowances and remuneration exclusively from UNIQA Insurance Group AG despite their dual function. These daily allowances and remunerations therefore also cover the Supervisory Board activities at UNIQA Österreich Versicherungen AG.

## **6 Remuneration components**

The remuneration to be paid in 2023 was approved by the Annual General Meeting on 6 June 2023 as the total remuneration for the 2022 financial year in the amount of €1,151,667 (previous year €835 thousand). In addition to the fixed annual remuneration, a daily allowance of €1,000 (previously €500) is paid per meeting day. No performance-related remuneration components are planned.

In line with the increased demands placed on the Supervisory Board, the remuneration was raised to a level in line with the market.

The resolution proposal of the Management Board and Supervisory Board for a total amount was based on an allocation among its members in accordance with objective criteria, with the respective amount being measured differently according to the function on the Supervisory Board (Chair, Vice-Chair, member) and the activity in committees. For the year of a member's election to and the year of resignation from the Supervisory Board, the remuneration is paid out on a pro-rata basis.

In € thousand	2023	2022
Chairman	70	55
Vice-Chair of the Supervisory Board	50	40
Member	40	30
Functions in committees each	20	15

The distribution of the total Supervisory Board remuneration is subject to a resolution of the Supervisory Board. The individual members of the Supervisory Board of UNIQA Insurance Group AG were paid the following remuneration (for the 2022 financial year) and daily allowances in the 2023 financial year:

In € thousand (all individual figures have been rounded; for 2023 to €100)	Daily allowance	Remuneration	Total
Burkhard <b>GANTENBEIN</b>	15.5	164.2	179.7
Walter <b>ROTHENSTEINER</b> (until 6 June 2023)	2.0	150.0	152.0
Johann <b>STROBL</b>	8.0	110.0	118.0
Christian <b>KUHN</b>	10.5	130.0	140.5
Markus <b>ANDREÉWITICH</b>	10.5	80.0	90.5
Marie-Valerie <b>BRUNNER</b>	14.5	121.7	136.2
Klaus <b>BUCHLEITNER</b> (since 23 May 2022)	9.0	37.5	46.5
Anna Maria <b>D'HULSTER</b>	12.5	114.2	126.7
Elgar <b>FLEISCH</b>	9.5	114.2	123.7
Martin <b>GRÜLL</b> (until 23 May 2022)	0.0	30.0	30.0
Jutta <b>KATH</b>	10.5	100.0	110.5
Rudolf <b>KÖNIGHOFER</b> (since 6 June 2023)	4.0	0.0	4.0
Out-of-pocket expenses to employee representatives	52.5	0.0	52.5
<b>Total 2023</b>	<b>159.0</b> <sup>1)</sup>	<b>1,151.8</b>	<b>1,310.8</b>
<i>Total 2022 (remuneration for 2021)</i>	<i>73</i> <sup>2)</sup>	<i>835</i>	<i>908</i>
<i>Total 2021 (remuneration for 2020)</i>	<i>65</i>	<i>790</i>	<i>855</i>
<i>Total 2020 (remuneration for 2019)</i>	<i>75</i>	<i>745</i>	<i>820</i>
<i>Total 2019 (remuneration for 2018)</i>	<i>72</i>	<i>739</i>	<i>811</i>
<i>Total 2018 (remuneration for 2017)</i>	<i>67</i>	<i>482</i>	<i>549</i>

<sup>1)</sup> Adjusted for €2 thousand in daily allowances relating to 2022; €14 thousand in reported daily allowances was not paid until 2024.

<sup>2)</sup> €2 thousand in recognised daily allowances was not paid until 2023.

(Presented for reasons of comparability)



For the 2023 financial year, the Management Board and Supervisory Board intend to propose remuneration of €1,180 thousand to the 2024 Annual General Meeting for resolution. A corresponding provision was made in the 2023 financial statements.

Jutta KATH received remuneration of CHF 35,000 for her work on the Board of Directors of UNIQA Re AG in 2023.

For the members of the Supervisory Board and the Management Board, UNIQA Insurance Group AG has taken out a Directors and Officers insurance policy with another insurance company, which is customary in the market. The costs are borne by UNIQA Insurance Group AG.

## **7 Term of office of the Supervisory Board**

The terms of office of the Supervisory Board members elected by the Annual General Meeting will expire uniformly after the Annual General Meeting that grants the discharge for the 2026 financial year.

Vienna, 10 April 2024

Andreas Brandstetter  
Chairman of the Management Board

Burkhard Gantenbein  
Chairman of the Supervisory Board



## Key figures 2019 – 2023 with annual changes

### Overview of key figures – 2023

(Change in accounting standards in accordance with IFRS 17/9)

Consolidated key figures in € million	2023	2022 <sup>1)</sup>	Change
Premiums written <sup>2)</sup>	7,185.6	6,548.7	+9.7%
• of which property and casualty insurance	4,214.3	3,683.0	+14.4%
• of which health insurance	1,388.1	1,275.9	+8.8%
• of which life insurance	1,583.2	1,589.8	-0.4%
Premiums written UNIQA Austria <sup>3)</sup>	4,290.0	4,086.4	+5.0%
Premiums written UNIQA International <sup>3)</sup>	2,787.9	2,450.0	+13.8%
Insurance revenue	5,994.1	5,346.9	+12.1%
• of which property and casualty insurance	4,006.3	3,547.8	+12.9%
• of which health insurance	1,234.7	1,139.7	+8.3%
• of which life insurance	753.1	659.3	+14.2%
Insurance service expenses	-5,291.0	-4,744.5	+11.5%
• of which property and casualty insurance	-3,580.8	-3,254.3	+10.0%
• of which health insurance	-1,110.3	-1,038.5	+6.9%
• of which life insurance	-600.0	-451.7	+32.8%
Technical result from reinsurance	-140.9	-38.4	+267.2%
Technical result	562.2	564.0	-0.3%
• of which property and casualty insurance	287.5	255.9	+12.3%
• of which health insurance	122.0	101.8	+19.8%
• of which life insurance	152.8	206.3	-25.9%
Group cost ratio	31.0%	30.9%	-
Combined ratio (gross before reinsurance)	89.4%	91.7%	-
Financial result	150.2	-49.9	-
• of which net investment income	588.8	179.8	+227.4%
Non-technical result	-206.4	-161.7	+27.6%
Operating profit/(loss)	506.1	352.4	+43.6%
Earnings before taxes	426.4	272.3	+56.6%
Profit/(loss) for the period from continuing operations	323.1	255.4	+26.5%
Profit/(loss) from discontinued operations (after tax)	-19.3	0.3	-
Profit/(loss) for the period	303.8	255.7	+18.8%
Consolidated profit/loss	302.7	256.0	+18.3%
Return on equity <sup>3)</sup>	14.1%	11.6%	-
Investments	20,431.9	19,376.0	+5.4%
Shareholders' equity	2,710.2	1,883.3	+43.9%
Equity, including non-controlling interests	2,730.1	1,901.0	+43.6%
Total assets	28,151.0	26,641.1	+5.7%
Average number of employees (FTE)	14,629	14,515	+0.8%

<sup>1)</sup> In the interest of comparability, the figures for 2022 were recalculated in accordance with IFRS 9/17.

<sup>2)</sup> Including savings portions from unit-linked and index-linked life insurance (amounts determined in accordance with local accounting practices)

<sup>3)</sup> This calculation does not take into account the effect of the planned sale of the Russian company.

The main differences compared to the previous accounting standards are shown on pages 62 and 63 of the Group Annual Report 2023 – see the company's website ([www.uniqagroup.com](http://www.uniqagroup.com)) under Investor Relations / Publications. The comparative figures for 2022 were reconciled to the amended standards.

## UNIQA Group at a glance

Consolidated key figures in € million	2022	2021	Change
Premiums written	6,270.2	6,033.4	+3.9%
Savings portions from unit-linked and Index-linked life insurance (before reinsurance)	335.0	324.6	+3.2%
Premiums written including savings portions from unit-linked and Index-linked life insurance	6,605.2	6,358.0	+3.9%
• of which property and casualty insurance	3,686.0	3,489.5	+5.6%
• of which health insurance	1,277.3	1,226.5	+4.1%
• of which life insurance	1,641.9	1,642.0	-0.0%
• of which recurring premiums	1,476.5	1,491.9	-1.0%
• of which single premiums	165.4	150.2	+10.2%
Premiums written including savings portions from unit-linked and Index-linked life insurance	6,605.2	6,358.0	+3.9%
• of which UNIQA Austria	4,086.4	3,916.6	+4.3%
• of which UNIQA International	2,506.6	2,423.3	+3.4%
• of which reinsurance	1,461.3	1,469.5	-0.6%
• of which consolidation	-1,449.0	-1,451.4	-0.2%
Premiums earned (net)	5,949.2	5,697.6	+4.4%
• of which property and casualty insurance	3,408.9	3,203.9	+6.4%
• of which health insurance	1,269.5	1,213.3	+4.6%
• of which life insurance	1,270.8	1,280.4	-0.8%
Savings portions from unit-linked and Index-linked life insurance (after reinsurance)	335.0	324.6	+3.2%
Premiums earned including savings portions from unit-linked and Index-linked life insurance	6,284.2	6,022.2	+4.4%
Insurance benefits <sup>1)</sup>	-4,095.8	-4,104.2	-0.2%
• of which property and casualty insurance	-2,083.3	-1,965.1	+6.0%
• of which health insurance	-1,082.2	-997.7	+8.5%
• of which life insurance <sup>2)</sup>	-930.4	-1,141.4	-18.5%
Operating expenses (net) <sup>3)</sup>	-1,711.7	-1,648.5	+3.8%
• of which property and casualty insurance	-1,083.5	-1,037.8	+4.4%
• of which health insurance	-208.8	-206.6	+1.0%
• of which life insurance	-419.5	-404.1	+3.8%
Cost ratio (net after reinsurance)	27.2%	27.4%	-
Combined ratio (after reinsurance)	92.9%	93.7%	-
Net investment income	406.7	648.0	-37.4%
Earnings before taxes	421.7	382.3	+10.3%
Profit/loss for the period	389.3	317.9	+22.5%
Consolidated profit/loss	383.0	314.7	+21.7%
Return on equity	14.4%	9.3%	-
Investments	18,425.6	21,785.0	-15.4%
Equity	2,034.0	3,303.6	-38.4%
Equity including non-controlling interests	2,052.4	3,323.3	-38.2%
Technical provisions (net) <sup>4)</sup>	22,011.0	23,610.9	-6.8%
Total assets	28,196.2	31,547.8	-10.6%
Number of insurance contracts	23,840,598	26,008,281	-8.3%
Average number of employees (FTE)	14,515	14,849	-2.2%

<sup>1)</sup> Including expenditure for profit participation and premium refunds

<sup>2)</sup> Including expenditure for (deferred) profit participation

<sup>3)</sup> Less reinsurance commissions and share of profit from reinsurance ceded

<sup>4)</sup> Including technical provisions from unit-linked and Index-linked life insurance

## UNIQA Group at a glance

Consolidated key figures In € million	2021	2020	Change
<b>Premiums written</b>	6,033.4	5,261.2	+ 14.7%
Savings portions from unit-linked and index-linked life insurance (before reinsurance)	324.6	304.1	+ 6.7%
<b>Premiums written including savings portions from unit-linked and index-linked life insurance</b>	6,358.0	5,565.3	+ 14.2%
of which property and casualty insurance	3,489.5	3,010.3	+ 15.9%
of which health insurance	1,226.5	1,167.6	+ 5.0%
of which life insurance	1,642.0	1,387.5	+ 18.3%
of which recurring premiums	1,491.9	1,294.3	+ 15.3%
of which single premiums	150.2	93.2	+ 61.1%
<b>Premiums written including savings portions from unit-linked and index-linked life insurance</b>	6,358.0	5,565.3	+ 14.2%
of which UNIQA Austria	3,916.6	3,837.5	+ 2.1%
of which UNIQA International	2,423.3	1,705.4	+ 42.1%
of which reinsurance	1,469.5	1,162.7	+ 26.4%
of which consolidation	- 1451.4	- 1140.3	+ 27.3%
<b>Premiums earned (net)</b>	5,697.6	5,029.5	+ 13.3%
of which property and casualty insurance	3,203.9	2,809.0	+ 14.1%
of which health insurance	1,213.3	1,163.6	+ 4.3%
of which life insurance	1,280.4	1,057.0	+ 21.1%
Savings portions from unit-linked and index-linked life insurance (after reinsurance)	324.6	304.1	+ 6.7%
<b>Premiums earned including savings portions from unit-linked and index-linked life insurance</b>	6,022.2	5,333.7	+ 12.9%
<b>Insurance benefits<sup>1)</sup></b>	- 4,104.2	- 3,694.6	+ 11.1%
of which property and casualty insurance	- 1,965.1	- 1,775.1	+ 10.7%
of which health insurance	- 997.7	- 963.1	+ 3.6%
of which life insurance <sup>2)</sup>	- 1,141.4	- 956.4	+ 19.3%
<b>Operating expenses (net)<sup>3)</sup></b>	- 1,648.5	- 1,566.4	+ 5.2%
of which property and casualty insurance	- 1,037.8	- 970.7	+ 6.9%
of which health insurance	- 206.6	- 225.0	- 8.2%
of which life insurance	- 404.1	- 370.7	- 9.0%
<b>Cost ratio (net after reinsurance)</b>	27.4%	29.4%	-
<b>Combined ratio (after reinsurance)</b>	93.7%	97.8%	-
<b>Net investment income</b>	648.0	505.4	+ 28.2%
<b>Earnings before taxes</b>	382.3	57.1	+ 570.0%
<b>Profit/loss for the period</b>	317.9	24.3	+ 1,209.3%
<b>Consolidated profit/loss</b>	314.7	19.4	+ 1,521.7%
<b>Return on equity</b>	9.3%	0.6%	-
<b>Investments</b>	21,785.0	22,319.2	- 2.4%
Equity	3,303.6	3,450.1	- 4.2%
<b>Equity, including non-controlling interests</b>	3,323.3	3,474.8	- 4.4%
Technical provisions (net) <sup>4)</sup>	23,610.9	23,796.8	- 0.8%
<b>Total assets</b>	31,547.8	31,908.0	- 1.1%
<b>Number of insurance contracts</b>	26,008,281	25,058,554	+ 3.8%
<b>Average number of employees (FTE)</b>	14,849	13,408	+ 10.7%

<sup>1)</sup> Including expenditure for profit participation and premium refunds

<sup>2)</sup> Including expenditure for (deferred) profit participation

<sup>3)</sup> Less reinsurance commissions and share of profit from reinsurance ceded

<sup>4)</sup> Including technical provisions from unit-linked and index-linked life insurance

<b>Consolidated key figures</b>			
In € million	2020	2019	Change
<b>Premiums written</b>	<b>5,261.2</b>	<b>5,062.8</b>	<b>+3.9%</b>
Savings portions from unit-linked and index-linked life insurance (before reinsurance)	304.1	309.8	-1.8%
<b>Premiums written including savings portions from unit-linked and index-linked life insurance</b>	<b>5,565.3</b>	<b>5,372.6</b>	<b>+3.6%</b>
of which property and casualty insurance	3,010.3	2,846.8	+5.7%
of which health insurance	1,167.6	1,130.8	+3.2%
of which life insurance	1,387.5	1,394.9	-0.5%
of which recurring premiums	1,294.3	1,290.3	+0.3%
of which single premiums	93.2	104.6	-10.9%
<b>Premiums written including savings portions from unit-linked and index-linked life insurance</b>	<b>5,565.3</b>	<b>5,372.6</b>	<b>+3.6%</b>
of which UNIQA Austria	3,837.5	3,800.8	+1.0%
of which UNIQA International	1,705.4	1,561.2	+9.2%
of which reinsurance	1,162.7	1,129.2	+3.0%
of which consolidation	-1,140.3	-1,118.7	+1.9%
<b>Premiums earned (net)</b>	<b>5,029.5</b>	<b>4,861.1</b>	<b>+3.5%</b>
of which property and casualty insurance	2,809.0	2,678.4	+4.9%
of which health insurance	1,163.6	1,123.0	+3.6%
of which life insurance	1,057.0	1,059.6	-0.2%
Savings portions from unit-linked and index-linked life insurance (after reinsurance)	304.1	309.8	-1.8%
<b>Premiums earned including savings portions from unit-linked and index-linked life insurance</b>	<b>5,333.7</b>	<b>5,170.8</b>	<b>+3.1%</b>
<b>Insurance benefits<sup>1)</sup></b>	<b>-3,694.6</b>	<b>-3,666.1</b>	<b>+0.8%</b>
of which property and casualty insurance	-1,775.1	-1,719.5	+3.2%
of which health insurance	-963.1	-969.3	-0.6%
of life insurance <sup>2)</sup>	-956.4	-977.3	-2.1%
<b>Operating expenses (net)<sup>3)</sup></b>	<b>-1,566.4</b>	<b>-1,407.1</b>	<b>+11.3%</b>
of which property and casualty insurance	-970.7	-861.2	+12.7%
of which health insurance	-225.0	-187.8	+19.8%
of which life insurance	-370.7	-358.1	+3.5%
<b>Cost ratio (after reinsurance)</b>	<b>29.4%</b>	<b>27.2%</b>	<b>-</b>
<b>Combined ratio (net after reinsurance)</b>	<b>97.8%</b>	<b>96.4%</b>	<b>-</b>
<b>Net investment income</b>	<b>505.4</b>	<b>585.2</b>	<b>-13.6%</b>
<b>Earnings before taxes</b>	<b>57.1</b>	<b>232.0</b>	<b>-75.4%</b>
<b>Profit/(loss) for the period</b>	<b>24.3</b>	<b>175.1</b>	<b>-86.1%</b>
<b>Consolidated profit/(loss)</b>	<b>19.4</b>	<b>171.0</b>	<b>-88.6%</b>
<b>Operating return on equity</b>	<b>0.6%</b>	<b>5.4%</b>	<b>-</b>
<b>Investments</b>	<b>22,319.2</b>	<b>20,624.8</b>	<b>+8.2%</b>
Shareholders' equity	3,450.1	3,367.7	+2.4%
<b>Equity, including non-controlling interests</b>	<b>3,474.8</b>	<b>3,387.1</b>	<b>+2.6%</b>
Technical provisions (net) <sup>4)</sup>	23,796.8	22,083.9	+7.8%
<b>Total assets</b>	<b>31,908.0</b>	<b>28,673.8</b>	<b>+11.3%</b>
Number of insurance contracts	25,058,554	20,923,632	+19.8%
<b>Average number of employees (FTEs)</b>	<b>13,408</b>	<b>13,038</b>	<b>+2.8%</b>

<sup>1)</sup> Including expenditure for profit participation and premium refunds

<sup>2)</sup> Including expenditure for (deferred) profit participation

<sup>3)</sup> Less reinsurance commissions and share of profit from reinsurance ceded

<sup>4)</sup> Including technical provisions for life insurance policies held on account and at risk of policyholders

<b>Consolidated key figures</b>			
In € million	2019	2018	Change
<b>Premiums written</b>	<b>5,062.8</b>	<b>4,989.0</b>	<b>+1.5%</b>
Savings portions from unit-linked and index-linked life insurance (before reinsurance)	309.8	320.5	-3.4%
<b>Premiums written including savings portions from unit-linked and index-linked life insurance</b>	<b>5,372.6</b>	<b>5,309.5</b>	<b>+1.2%</b>
of which property and casualty insurance	2,846.8	2,774.4	+2.6%
of which health insurance	1,130.8	1,086.4	+4.1%
of which life insurance	1,394.9	1,448.6	-3.7%
of which recurring premiums	1,290.3	1,335.8	-3.4%
of which single premiums	104.6	112.7	-7.2%
<b>Premiums written including savings portions from unit-linked and index-linked life insurance</b>	<b>5,372.6</b>	<b>5,309.5</b>	<b>+1.2%</b>
of which UNIQA Austria	3,800.8	3,734.4	+1.8%
of which UNIQA International	1,561.2	1,564.6	-0.2%
of which reinsurance	1,129.2	1,098.3	+2.8%
of which consolidation	-1,118.7	-1,087.9	+2.8%
<b>Premiums earned (net)</b>	<b>4,861.1</b>	<b>4,760.7</b>	<b>+2.1%</b>
of which property and casualty insurance	2,678.4	2,584.1	+3.7%
of which health insurance	1,123.0	1,080.3	+4.0%
of which life insurance	1,059.6	1,096.3	-3.3%
Savings portions from unit-linked and index-linked life insurance (after reinsurance)	309.8	320.9	-3.5%
<b>Premiums earned including savings portions from unit-linked and index-linked life insurance</b>	<b>5,170.8</b>	<b>5,081.7</b>	<b>+1.8%</b>
<b>Insurance benefits<sup>1)</sup></b>	<b>-3,657.1</b>	<b>-3,633.7</b>	<b>+0.6%</b>
of which property and casualty insurance	-1,719.5	-1,690.1	+1.7%
of which health insurance	-960.3	-908.0	+5.8%
of which life insurance <sup>2)</sup>	-977.3	-1,035.7	-5.6%
<b>Operating expenses (net)<sup>3)</sup></b>	<b>-1,407.1</b>	<b>-1,314.7</b>	<b>+7.0%</b>
of which property and casualty insurance	-861.2	-811.0	+6.2%
of which health insurance	-187.8	-183.9	+2.2%
of which life insurance	-358.1	-319.8	+12.0%
<b>Cost ratio (net after reinsurance)</b>	<b>27.2%</b>	<b>25.9%</b>	<b>-</b>
<b>Combined ratio (net after reinsurance)</b>	<b>96.4%</b>	<b>96.8%</b>	<b>-</b>
<b>Net investment income</b>	<b>585.2</b>	<b>585.0</b>	<b>-</b>
<b>Earnings before taxes</b>	<b>295.7</b>	<b>294.6</b>	<b>+0.4%</b>
<b>Profit/loss for the period</b>	<b>236.5</b>	<b>235.1</b>	<b>+0.6%</b>
<b>Consolidated profit/loss</b>	<b>232.4</b>	<b>243.3</b>	<b>-4.5%</b>
<b>Operating return on equity</b>	<b>10.6%</b>	<b>10.5%</b>	<b>-</b>
<b>Investments</b>	<b>20,624.8</b>	<b>19,337.1</b>	<b>+6.7%</b>
Shareholders' equity	3,401.0	2,972.1	+14.4%
<b>Equity, including non-controlling interests</b>	<b>3,420.4</b>	<b>2,986.6</b>	<b>+14.5%</b>
Technical provisions (net) <sup>4)</sup>	22,087.0	21,644.8	+2.0%
<b>Total assets</b>	<b>28,728.4</b>	<b>28,503.8</b>	<b>+0.8%</b>
Number of insurance contracts	20,923,632	20,373,488	+2.7%
<b>Average number of employees (FTE)</b>	<b>13,038</b>	<b>12,818</b>	<b>+1.7%</b>

<sup>1)</sup> Including expenditure for deferred profit participation and premium refunds

<sup>2)</sup> Including expenditure for (deferred) profit participation

<sup>3)</sup> Less reinsurance commissions and share of profit from reinsurance ceded

<sup>4)</sup> Including technical provisions for life insurance policies held on account and at risk of policyholders