



**UNIQA Insurance Group AG**

**REMUNERATION REPORT**

**for the 2024 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 2025

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## Part A – Remuneration Report 2024 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 Remuneration Policy renewed by the Supervisory Board on 10 April 2024 was submitted to UNIQA’s 25th Annual General Meeting on 3 June 2024 as a proposed resolution for voting and was approved by a majority of 89.23 per cent of the capital represented.

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 2025, the Management Board and the Supervisory Board prepared this Remuneration Report 2024 of the members of the Management Board on 10 April 2025 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 26th Annual General Meeting to be held on 2 June 2025.

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

The Remuneration Report 2023 was approved at the 25th Annual General Meeting on 3 June 2024 with a majority of 89.48 per cent of the capital represented. There were no requests from shareholders to speak on the 2023 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 2024 reporting year.

If necessary, the Remuneration Report for the 2025 financial year must state how the outcome of the vote of the 26th Annual General Meeting on 2 June 2025 on the 2024 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 2020 – 2024

### Consolidated key figures – five-year comparison

In € million	IFRS 4 2020	IFRS 4 2021	IFRS 17 2022	IFRS 17 2023	IFRS 17 2024
Premiums written, including savings portions from unit-linked and index-linked life insurance	5.565,3	6.358,0	6.548,7	7.185,7	7.839,7
of which property and casualty insurance	3.010,3	3.489,5	3.683,0	4.214,3	4.678,3
of which health insurance	1.167,6	1.226,5	1.275,9	1.388,1	1.526,5
of which life insurance	1.387,5	1.642,0	1.589,8	1.583,3	1.634,9
Premiums written UNIQA Austria	3.837,5	3.916,6	4.086,4	4.290,0	4.488,3
Premiums written UNIQA International	1.705,4	2.423,3	2.450,0	2.787,9	3.174,6
Technical result	78,3	209,2	564,0	562,2	560,5
Combined ratio (after reinsurance)	97,8%	93,7%	92,8%	92,8%	93,1%
Earnings before taxes	57,1	382,3	272,3	426,4	441,9
Consolidated profit/(loss)	19,4	314,7	256,0	302,7	347,6
Earnings per share (in €)	0,06	1,03	0,83	0,99	1,13
Dividend per share (in €)	0,18	0,55	0,55	0,57	0,60 <sup>*)</sup>
Equity, including non-controlling interests	3.474,8	3.323,3	1.901,0	2.730,1	2.941,4
Total assets	31.908,0	31.547,8	26.641,1	28.151,0	28.532,1
Return on equity (in per cent)	0,6%	9,3%	11,6%	13,2%	12,4%
Solvency capital requirement (SCR) ratio (in per cent)	170%	196%	246%	255%	264%

<sup>\*)</sup> Proposal to the Annual General Meeting

### 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 2025, 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 2024 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 2024 financial year

### 2.1 General information

Remuneration to the members of the Management Board was granted in the 2024 financial year on the basis of the Remuneration Policy that was renewed in 2024.

The remuneration system was amended with effect from 1 July 2024 based on the renewed Remuneration Policy established by the Supervisory Board on 10 April 2024, which was the subject of a vote at the company's Annual General Meeting on 3 June 2024. The STI and LTI (allocation value) were accordingly jointly limited to 100 per cent of fixed income. The STI will therefore account for 65 per cent of the annual fixed income in future (previously 100 per cent), and the LTI (grant value) will account for 35 per cent in future (previously 50 per cent). Conversely, the fluctuation margin for annual fixed salaries for the members of the Management Board was increased, taking into account relevant benchmarks for comparable companies. The new system applies on a pro rata basis from 1 July 2024 with regard to the 2024 reporting year.

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 2024 financial year. The first part of the short-term incentive for 2023 was also disbursed in 2024. No deferred amounts were disbursed as no short-term incentive was set for 2020. Furthermore, the long-term incentive tranche for 2020 was also paid out.

A short-term incentive and a long-term incentive were again set for the 2024 financial year, the latter as a multi-year share-based remuneration component (2024 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 2024 and the open tranches 2021 to 2024 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. Notably, target achievement parameters relevant to ESG are incorporated into the system for short-term incentives.

The target achievement parameters of the short-term incentive made allowances for 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 2024 are the solvency rate and the IFRS net income, 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 standard IFRS 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.

In the first half of 2024, UNIQA's Management Board consisted of nine members. Due to the retirement of two Management Board members, the Management Board consisted of seven members from July 2024. 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 2024 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 2024 financial year:

In € thousand (all individual figures rounded)	Fixed remuneration	Variable remuneration (STI) <sup>1)</sup>	Multi-year share-based remuneration (LTI) 2020 tranche	Total current remuneration	Relative share of total remuneration in %		
					FIX	STI	LTI
Andreas <b>BRANDSTETTER</b>	<b>893</b> (805/950)	<b>478</b>	<b>237</b>	<b>1,608</b>	<b>56</b>	<b>30</b>	<b>15</b>
Peter <b>EICHLER</b> (until 30 June 2024)	<b>282</b> (225)	<b>248</b>	<b>151</b>	<b>681</b>	<b>41</b>	<b>36</b>	<b>22</b>
Wolf-Christoph <b>GERLACH</b>	<b>612</b> (575/700)	<b>326</b>	<b>144</b>	<b>1,082</b>	<b>57</b>	<b>30</b>	<b>13</b>
Peter <b>HUMER</b>	<b>697</b> (648/800)	<b>239</b>	<b>151</b>	<b>1,087</b>	<b>64</b>	<b>22</b>	<b>14</b>
Wolfgang <b>KINDL</b>	<b>711</b> (648/800)	<b>358</b>	<b>180</b>	<b>1,249</b>	<b>57</b>	<b>29</b>	<b>14</b>
René <b>KNAPP</b>	<b>634</b> (575/700)	<b>326</b>	<b>144</b>	<b>1,103</b>	<b>57</b>	<b>30</b>	<b>13</b>
Erik <b>LEYERS</b> (until 30 June 2024)	<b>282</b> (225)	<b>326</b>	<b>151</b>	<b>759</b>	<b>37</b>	<b>43</b>	<b>20</b>
Sabine <b>PFEFFER</b>	<b>487</b> (430/510)	<b>145</b>	<b>0</b>	<b>632</b>	<b>77</b>	<b>23</b>	<b>0</b>
Kurt <b>SVOBODA</b>	<b>751</b> (673/800)	<b>395</b>	<b>180</b>	<b>1,326</b>	<b>57</b>	<b>30</b>	<b>14</b>
<b>Total sum</b>	<b>5,349</b>	<b>2,841</b>	<b>1,337</b>	<b>9,527</b>	<b>56</b>	<b>30</b>	<b>14</b>
<i>2023</i>	<i>4,858</i>	<i>3,586</i>	<i>1,327</i>	<i>9,771</i>	<i>50</i>	<i>37</i>	<i>14</i>
<i>2022</i>	<i>4,734</i>	<i>4,161</i>	<i>1,722</i>	<i>10,616</i>	<i>45</i>	<i>39</i>	<i>16</i>
<i>2021</i>	<i>4,675</i>	<i>806</i> <sup>2)</sup>	<i>1,140</i>	<i>6,621</i>	<i>71</i>	<i>12</i>	<i>17</i>
<i>2020</i>	<i>4,377</i>	<i>2,310</i> <sup>3)</sup>	<i>2,137</i>	<i>8,824</i>	<i>50</i>	<i>25</i>	<i>24</i>
<i>2019</i>	<i>1,574</i>	<i>1,141</i>	<i>468</i>	<i>3,183</i>	<i>49</i>	<i>36</i>	<i>15</i>

<sup>1)</sup> Variable remuneration solely comprises the part of the entitlement to the short-term incentive for the 2023 financial year.

<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 to STI; 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.

Sabine PFEFFER was not included in the long-term incentive until the 2023 financial year (2023 tranche).

The fixed salary components included remuneration in kind equivalent to €77 thousand (2023: €81 thousand) for company flats provided to individual members of the Management Board and for company cars provided for use (including private use).

The fixed income shown in brackets and in italics in the column “Fixed remuneration” in the table above has been defined according to the new reference system set out by the Remuneration Committee and described in the Remuneration Policy, which first applies on a pro rata basis from July 2024. The same applies to the annual fixed income under the new system.

The range of fixed annual income for members of the Management Board in accordance with the revised Remuneration Policy 2024 is between €510 thousand and €950 thousand per year. 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, Kurt SVOBODA and Erik LEYERS), 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 also includes a performance bonus granted by the Remuneration Committee to the members of the Management Board for the 2023 financial year in the amount of 10 per cent of the fixed income according to the former reference system.

Termination benefit entitlements in the amount of €959 thousand were paid to members of the Management Board who left the Management Board due to their mandate ending in the middle of 2024. €514 thousand of this amount was paid to Erik LEYERS and €445 thousand to Peter EICHLER. The termination benefit entitlements included a lump sum payment for the pro rata entitlements to the short-term incentive and long-term incentive for the first half of 2024, which came to €622 thousand (€311 thousand each for Erik LEYERS and Peter EICHLER). In 2025, 2026 and 2027, payments totalling €745 thousand are expected to be made from the deferrals of the 2021, 2022 and 2023 short-term incentives (half each to Erik LEYERS and Peter EICHLER, equally split across the years in question). There is still an entitlement from the long-term incentives for 2021, 2022 and 2023.

Consultancy agreements were concluded upon expiration of the Management Board mandates with Erik LEYERS and Peter EICHLER. The agreement concluded with Erik LEYERS expired at the end of 2024, whereas the agreement with Peter EICHLER remains in force.

## **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 in certain cases pension liability insurance has been concluded.



Adjustments were made to both different systems with the new reference system that entered into force on 1 July 2024 along with other amendments due to the rise in fixed income, which applied pro rata though pension liability insurance at UNIQA Österreich Versicherungen AG from 1 July 2024 onwards.

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) through 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). In the case of earlier retirement, the pension entitlement is reduced accordingly. Retirement pensions are not paid out before a person has reached 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. Compensation payments in the amount of €995 thousand were paid to Erik LEYERS upon his departure from the Management Board in the middle of 2024 and €1,140 thousand was paid to Peter EICHLER.

In addition to the remuneration of the members of the Management Board listed under 2.2, €1,025 thousand (2023: €896 thousand) in ongoing contributions was paid for pension commitments via Valida Pension AG and for pension liability insurance with UNIQA Österreich Versicherungen AG.

In € thousand	Pension contributions (ongoing)
Andreas <b>BRANDSTETTER</b>	131
Peter <b>EICHLER</b> (until 30 June 2024)	43
Wolf-Christoph <b>GERLACH</b>	115
Peter <b>HUMER</b>	130
Wolfgang <b>KINDL</b>	167
René <b>KNAPP</b>	115
Erik <b>LEYERS</b> (until 30 June 2024)	85
Sabine <b>PFEFFER</b>	86
Kurt <b>SVOBODA</b>	153 <sup>1)</sup>
<b>Total sum</b>	<b>1,025</b> <sup>2)</sup>
<i>2023</i>	<i>896</i>
<i>2022</i>	<i>1,059</i>
<i>2021</i>	<i>1,059</i>
<i>2020</i>	<i>1,024</i>
<i>2019</i>	<i>359</i>

<sup>1)</sup> Of which pension liability insurance premiums in the amount of €589 thousand for all members of the Management Board

<sup>2)</sup> Of which pension liability insurance premiums in the amount of €332 thousand for Wolf-Christoph Gerlach, Peter Humer, René Knapp and Sabine Pfeffer.

Note:

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 €2,278 thousand (2023: €2,147 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.

In accordance with the revised 2024 Remuneration Policy, the STI share in the annual fixed income came to 65 per cent (previously 100 per cent) as of July 2024.

A pro rata percentage was applied for the STI in the 2024 reporting year to account for the rise in fixed income in the second half of the year.

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 2024 short-term incentive would depend on the solvency ratio and IFRS net income as payout criteria and requirements. If the established solvency ratio is below 170 per cent or the target achievement factor for the IFRS net income below 80 per cent, no annual target bonus is paid out. If the solvency ratio is below 135 per cent or the target achievement factor for the IFRS net income 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. Target achievement parameters relevant to ESG have been incorporated in the classification for the short-term incentive in 2024.

From the short-term incentive for the 2024 financial year, provisions were made in the 2024 financial statements for anticipated payments of €3,882 thousand in 2025 and 2028.

For the 2023 short-term incentive, disbursements of €2,841 thousand were made in 2024, with €1,174 thousand expected to be paid out as a deferred component in 2027.

For the 2022 financial year, payments of €1,102 thousand are expected to be made from the deferred components of the short-term incentive in 2026. In 2025, payments of €1,102 thousand are also expected to be made for the short-term incentive from 2021.

#### 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.

In accordance with the revised 2024 Remuneration Policy, the allocation value share in the annual fixed income came to 35 per cent (previously 50 per cent) as of July 2024.

A pro rata percentage was applied for the allocation value in the LTI in the 2024 financial year to account for the rise in fixed income in the second half of the year.

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 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 standard (IFRS 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 2024 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 2024 financial year, the members of the Management Board received payments from the 2020 tranche of the long-term incentive, as described in section 2.2. The overall target achievement rate was 81 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 2023 for the 2024 tranche are as follows:

Average price €7.51	Allocation values In € thousand	Number of virtual shares
Andreas <b>BRANDSTETTER</b>	331	44,108
Peter <b>EICHLER</b> (until 30 June 2024)	0	0
Wolf-Christoph <b>GERLACH</b>	235	31,292
Peter <b>HUMER</b>	265	35,287
Wolfgang <b>KINDL</b>	265	35,287
René <b>KNAPP</b>	235	31,292
Erik <b>LEYERS</b> (until 30 June 2024)	0	0
Sabine <b>PFEFFER</b>	177	23,536
Kurt <b>SVOBODA</b>	278	36,951
Total virtual shares, 2024 tranche		237,753

At 31 December 2024, a total of 1,143,917 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, 2020 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 2023 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 81 per cent.

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

The 2020–2023 tranche of the long-term incentive was paid with the May 2024 remuneration.

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 2024 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 €71,200 in the 2023 financial year and around €76,600 in the 2024 financial year, which corresponds to an increase of 7.6 per cent.

The comparative value in 2022 was around €66,500. The increase from 2022 to 2023 to around €71,200 was 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.

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> (until 30 June 2024)	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> (until 30 June 2024)	30 June 2024
Sabine <b>PFEFFER</b>	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 expired 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, continues unchanged until 31 December 2026.

## Part B – Remuneration Report 2024 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 2025 (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 Remuneration Policy renewed by the Supervisory Board on 10 April 2024 was submitted to UNIQA's 25th Annual General Meeting on 3 June 2024 as a proposed resolution for voting and was approved by a majority of 89.23 per cent of the capital represented.

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 2024 of the members of the Supervisory Board on 10 April 2025 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 26th Annual General Meeting to be held on 2 June 2025.

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

The Remuneration Report 2023 was approved at the 25th Annual General Meeting on 3 June 2024 with a majority of 89.48 per cent of the valid votes cast (not including abstentions), with 75.20 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 2024 reporting year.

If necessary, the Remuneration Report for the 2025 financial year must state how the outcome of the vote of the 26th Annual General Meeting on 2 June 2025 on the 2024 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, Christian KUHN stepped down as 2nd Vice-Chair of the Supervisory Board at the end of the 25th Annual General Meeting on 3 June 2024, 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 3 June 2024 elected Monika HENZINGER as a member of the Supervisory Board for a term of office up to the Annual General Meeting in 2027.

The proportion of female Supervisory Board members among the ten elected members exceeds the legally required 30 per cent at 40 per cent with four 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 therefore significantly exceeded with a share of 40 per cent.

Parallel to establishing identical Management Boards of UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG, the same individuals have been appointed to the Supervisory Boards of both UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG as in the Supervisory Board of UNIQA Österreich Versicherungen AG since 3 June 2024 due to the delegation of employee representatives.

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 have received 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 2024 was approved by the Annual General Meeting on 3 June 2024 as the total remuneration for the 2023 financial year in the amount of €1,180,000 (previous year €1,152 thousand). In addition to the fixed annual remuneration, a daily allowance of €1,000 (previously €1,000) is paid per meeting day. No performance-related remuneration components are planned.



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 and the year of resignation from the Supervisory Board, the remuneration is paid out on a pro rata basis.

In € thousand	2024	2023
Chair	70	70
Vice-Chair of the Supervisory Board	50	50
Member	40	40
Functions in committees each	20	20

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 2023 financial year) and daily allowances in the 2024 financial year:

In € thousand (all individual figures rounded)	Daily allowance	remuneration	Total
Burkhard <b>GANTENBEIN</b>	18.0	180.8	198.8
Johann <b>STROBL</b>	10.0	110.0	120.0
Christian <b>KUHN</b> (until 3 June 2024)	7.0	130.0	137.0
Elgar <b>FLEISCH</b>	16.0	120.0	136.0
Marie-Valerie <b>BRUNNER</b>	18.0	167.1	185.1
Markus <b>ANDREÉWITCH</b>	10.0	80.0	90.0
Klaus <b>BUCHLEITNER</b>	12.0	60.0	72.0
Anna Maria <b>D'HULSTER</b>	12.0	120.0	132.0
Monika <b>HENZINGER</b> (since 3 June 2024)	6.0	0.0	6.0
Jutta <b>KATH</b>	14.0	100.0	114.0
Rudolf <b>KÖNIGHOFER</b>	8.0	43.3	51.3
Walter <b>ROTHENSTEINER</b> (until 6 June 2023)	0.0	68.8	68.8
Out-of-pocket expenses to employee representatives	62.0	0.0	62.0
<b>Total 2024</b>	<b>193.0</b>	<b>1,180.0</b>	<b>1,373.0</b>
<i>Total 2023 (remuneration for 2022)</i>	<i>159 <sup>1)</sup></i>	<i>1,152</i>	<i>1,311</i>
<i>Total 2022 (remuneration for 2021)</i>	<i>73 <sup>2)</sup></i>	<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>

<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 2024 financial year, the Management Board and Supervisory Board intend to propose remuneration of €1,212.5 thousand to the 2025 Annual General Meeting for resolution. A corresponding provision was made in the 2024 financial statements.

Jutta KATH received remuneration of CHF 35,000 for her work on the Board of Directors of UNIQA Re AG in 2024.

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 2025

A handwritten signature in black ink, appearing to read 'A. Brandstetter'.

Andreas Brandstetter  
Chairman of the Management Board

A handwritten signature in blue ink, appearing to read 'B. Gantenbein'.

Burkhard Gantenbein  
Chairman of the Supervisory Board

## Key figures 2020 – 2024 with annual changes

### Overview of key figures – 2024

(Change in accounting standard in accordance with IFRS 17)

### UNIQA Group at a glance

Consolidated key figures In € million	2024	2023	Change
Premiums written <sup>1)</sup>	7,839.7	7,185.7	+9.1%
• of which property and casualty insurance	4,678.3	4,214.3	+11.0%
• of which health insurance	1,526.5	1,388.1	+10.0%
• of which life insurance	1,634.9	1,583.3	+3.3%
Premiums written UNIQA Austria <sup>1)</sup>	4,488.3	4,290.0	+4.6%
Premiums written UNIQA International <sup>1)</sup>	3,174.6	2,787.9	+13.9%
Insurance revenue	6,557.2	5,994.1	+9.4%
• of which property and casualty insurance	4,421.8	4,006.3	+10.4%
• of which health insurance	1,355.8	1,234.7	+9.8%
• of which life insurance	779.6	753.1	+3.5%
Insurance service expenses	-5,900.4	-5,291.0	+11.5%
• of which property and casualty insurance	-4,029.8	-3,580.8	+12.5%
• of which health insurance	-1,255.2	-1,110.3	+13.1%
• of which life insurance	-615.4	-600.0	+2.6%
Technical result from reinsurance	-96.3	-140.9	-31.7%
Technical result	560.5	562.2	-0.3%
• of which property and casualty insurance	306.2	287.5	+6.5%
• of which health insurance	99.8	122.0	-18.2%
• of which life insurance	154.5	152.8	+1.1%
Administrative expense ratio	15.9%	15.7%	-
Combined ratio (net after reinsurance)	93.1%	92.8%	-
Financial result	210.2	150.2	+39.9%
• of which net investment income	749.7	588.8	+27.3%
Non-technical result	-254.5	-206.4	+23.3%
Operating profit/(loss)	516.2	506.1	+2.0%
Earnings before taxes	441.9	426.4	+3.6%
Profit/(loss) for the period from continuing operations	348.2	323.1	+7.8%
Profit/(loss) for the period from discontinued operations (after tax)	2.3	-19.3	-
Profit/(loss) for the period	350.5	303.8	+15.4%
Consolidated profit/loss	347.6	302.7	+14.9%
Return on equity	12.4%	13.2%	-
Investments	20,725.5	20,431.9	+1.4%
Shareholders' equity	2,889.7	2,710.2	+6.6%
Equity, including non-controlling interests	2,941.4	2,730.1	+7.7%
Total assets	28,532.1	28,151.0	+1.4%
Average number of employees (FTE)	15,131	14,629	+3.4%

<sup>1)</sup> Including the savings portions from unit-linked and index-linked life insurance (figures in accordance with local accounting standards)

## Overview of key figures – 2023

(Change in accounting standard in accordance with IFRS 17)

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.

## Overview of key figures – 2022

(Change in accounting standard in accordance with IFRS 4)

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	2,062.4	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

## Overview of key figures – 2021

(Change in accounting standard in accordance with IFRS 4)

### 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



## Overview of key figures – 2020

(Change in accounting standard in accordance with IFRS 4)

<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