



The attractive path to retirement

# Allianz Direct insurance

Occupational pension with government incentives

Our General Terms and Conditions for Insurance Contracts apply. Providing this information in English is a special service for you. All policy documents sent to you shall be in German. All communications on your policy relationship shall also be in German.



# Product side

# That's what Allianz Direct Insurance offers

Allianz Direktversicherung is a type of occupational retirement provision (bAV) supplementing retirement provision. The lifetime occupational pension helps to maintain the standard of living in old age.

In Germany, employees subject to statutory pension insurance even have a legal claim to investing portions of salary in an occupational retirement plan.



# Funding methods

The occupational retirement plan can be implemented in two ways:

## Salary conversion scheme

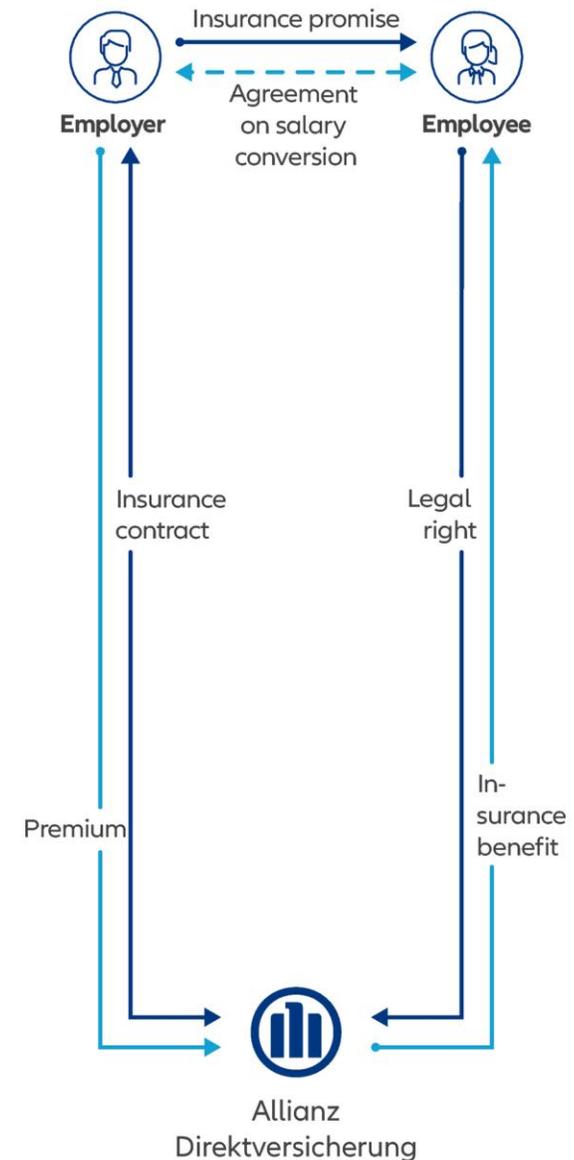
Under a salary conversion scheme portions of gross salary will be invested in the retirement plan.

Furthermore, as an employer, he is obliged to make a contribution.<sup>1</sup>

## Employer-sponsored plan

Under this type of plan the premiums are exclusively funded by the employer.

Both methods can be combined.



<sup>1</sup> Under a salary conversion scheme where premiums into a direct insurance plan, a Pensionskasse or a pension fund (§ 3 (63) EStG) are exempt from social security contributions, the employer is required to contribute 15 % of the salary converted up to 4 % of the CAC/statutory pension insurance.

# Two types of government incentives

## 1. Salary conversion scheme in accordance with § 3 (63) Income Tax Act (EStG)

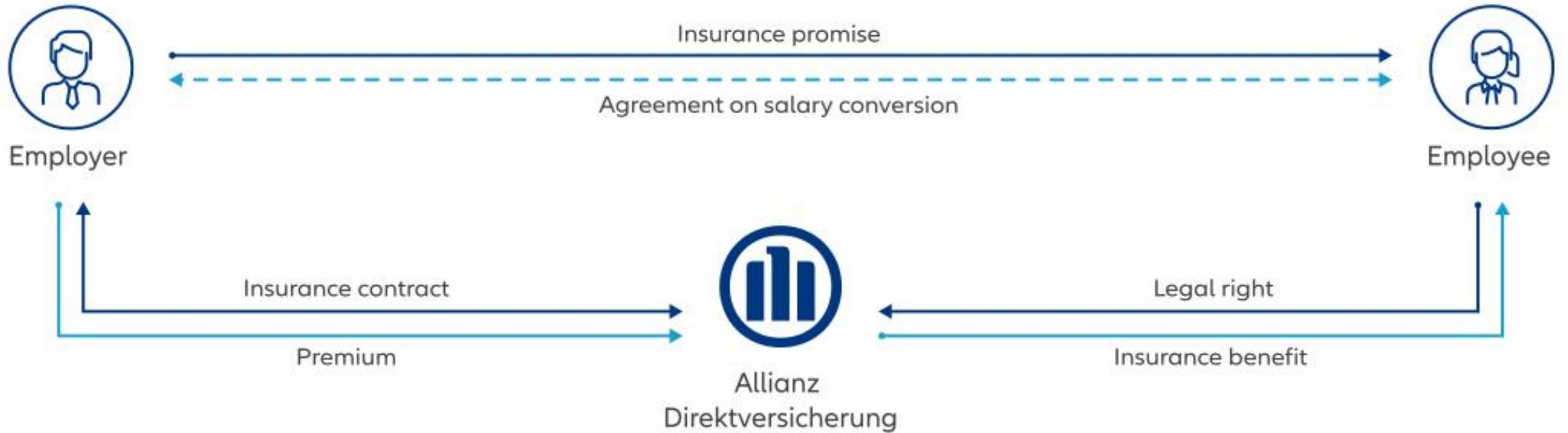
- Under a so-called salary conversion scheme a portion of gross salary is directly used to build up retirement provision without any deductions being made.
- The employee thus saves taxes and social security contributions.<sup>1</sup>
- The employer makes a mandatory contribution.<sup>2</sup>

## 2. Riester incentive

- Alternatively, the Riester incentives can be used for the salary conversion scheme.
- The employee benefits from subsidies and a special expenses deduction, if applicable.

<sup>1</sup> Tax-free amount of 8 % and exemption from social security contributions of 4 % of the contribution assessment ceiling stipulated for German statutory pension insurance in accordance with § 3 (63) EStG. Salary conversion can result in lower social security benefits and the liability to become a member of statutory health insurance. Taxes and health and long-term care insurance contributions, if applicable, will only be due in the pensioner age bracket. <sup>2</sup> Under a salary conversion scheme where premiums into a direct insurance plan, a Pensionskasse or a pension fund (§ 3 (63) EStG) are exempt from social security contributions, the employer is required to contribute 15 % of the salary converted up to 4 % of the CAC/statutory pension insurance.

# At a glance



# Advantages for employers



## No added costs

By providing the mandatory contribution the employer offers government-sponsored retirement provision at no additional labor cost.<sup>1</sup>



## Better performance

Occupational retirement provision strengthens employee loyalty and motivation.



## Boosting the image

The offer of Allianz direct insurance improves the employer image and facilitates the recruitment of new staff.



## Minimum expense

Allianz renders advice to the employees. Contracts can be managed easily and digitally via FirmenOnline.

<sup>1</sup> Under a salary conversion scheme where premiums into a direct insurance plan, a Pensionskasse or a pension fund (§ 3 (63) EStG) are exempt from social security contributions, the employer is required to contribute 15% of the salary converted up to 4% of the CAC/statutory pension insurance.

# Advantages for employees



## Government incentives

The premiums are tax-free and exempt from social security contributions.<sup>1</sup>



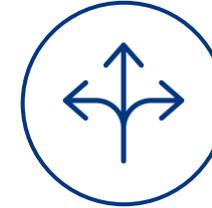
## Simple and comfortable

The premiums are paid at source via the employer.



## Employer contribution

Mandatory employer contribution to salary conversion scheme amounting to maximum 15 %<sup>2</sup> of the portion of salary converted if social security contributions are saved.



## Flexible and individual

The commencement date of pension and the type of benefit – lifetime pension and/or lump sum payment – can be chosen.

<sup>1</sup> Tax-free up to € 7,728 p.a. or € 644 monthly, exempt from social security up to € 3,864 p.a. or € 322 monthly. <sup>2</sup> Employer contribution is subject to the dispositions of the parties to the collective agreement.

# Additional advantages for employees

- Special company terms via the employer
- Usually lower pensioner tax rate
- Upon leaving service, the contract can be continued either as private contract or via the new employer
- Blanket deduction under basic social assistance
- Assets cannot be monetized by the insolvency administrator in case of private insolvency during the accrual phase
- Discounted cover for manpower and surviving dependants



# Legal framework (1/2)

- With Allianz Direct Insurance employers can meet the legal claim of employees to salary conversion<sup>1</sup>.
- Premiums invested under a gross salary conversion scheme<sup>2</sup> are tax-free up to 8%<sup>3</sup> of the CAC and exempt from social security contributions up to 4 % of the CAC/statutory pension insurance.
- The employer makes an additional contribution on top of the amount converted.<sup>4</sup>
- Benefits arising from Direct Insurance are subject to individual taxation – however, the tax rate is usually lower than during active working life. Survivor's benefits for spouses, children and registered civil partners are exempt from inheritance tax provided these are reasonable.<sup>5</sup>



<sup>1</sup> If salary is subject to a collective agreement the collective agreement must provide for a salary conversion scheme (so-called opening clause). <sup>2</sup> Salary conversion can result in lower social security benefits and the liability to become a member of statutory health insurance and long-term care insurance. <sup>3</sup> Premiums subject to flat-rate taxation in accordance with § 40 b EStG old version are offset against the funding limit specified in § 3 (63) EStG. <sup>4</sup> Under a salary conversion scheme where premiums into a direct insurance plan, a Pensionskasse or a pension fund (§ 3 (63) EStG) are exempt from social security contributions, the employer is required to contribute 15% of the salary converted up to 4% of the CAC/statutory pension insurance. <sup>5</sup> Survivor's benefits are regarded "reasonable" provided they do not exceed 45 percent of the gross salary of the deceased employee (can be ascertained by consulting a tax adviser). Death benefits are subject to inheritance tax when paid to life partner, and in connection with the provision arrangement of a controlling managing partner.

# Legal framework (2/2)

- Occupational pension benefits are subject to statutory health and long-term care insurance if the pensioner is a mandatory or voluntary member of statutory health insurance. A blanket deduction is taken into account in case of mandatory membership. This also applies to pensions for income maintenance and survivors' pensions or an optional lump-sum payment to the survivors entitled to benefits.
- The existing pension assets of a company pension plan have no influence on the determination and assessment of the entitlement to a citizen's pension ("Bürgergeld").
- The salary conversion scheme results in a reduced contribution assessment ceiling in the social security systems (old age, health, unemployment and accident insurance) and other social benefits, if applicable (e. g. parental allowance). This can result in correspondingly lower social security benefits.

# Mandatory Employer Contribution under the Occupational Pensions Act (BRSg)

- If an employee converts portions of salary in accordance with § 3 (63) EStG, the employer is required to make a contribution.
- The contribution amounts to maximum 15% of the portion of salary converted<sup>1</sup>, provided the employer benefits from social security savings. The contribution is to be invested in a direct insurance plan, a Pensionskasse or a pension fund.

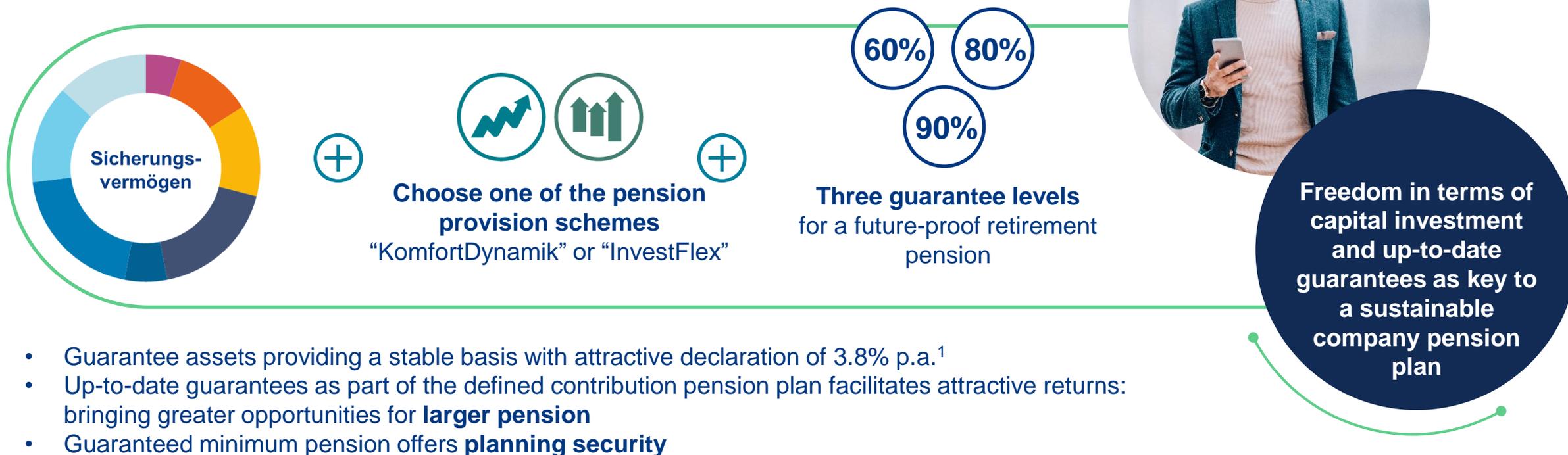
## Further details

- The contribution will be credited to the fiscal limit in accordance with § 3 (63) EStG and is exempt from social security contributions up to 4 % of the CAC.
- The employer contribution is immediately legally vested.
- Collective agreements may differ from the provisions governing employer contributions (non-mandatory rule). In case of doubt, please contact the employer association.

<sup>1</sup> Up to 4 % of the contribution assessment ceiling stipulated for German statutory pension insurance.

# Point to long-term opportunities with Comfort or Flexible options

Varying guarantee levels for choosing personal balance of opportunity and stability.



<sup>1</sup>Applies to "Perspektive" and "KomfortDynamik", "InvestFlex" with guarantee for capital invested in the guarantee assets.

# Key data of Direct Insurance in accordance with § 3 (63) EStG at a glance

<b>Tax-free premiums</b>	Up to € 7,728 annually (monthly € 644) <sup>1</sup>
<b>Premiums exempt from social security contributions</b>	Up to € 3,864 annually (monthly € 322) <sup>2</sup>
<b>Mode of payment</b>	<ul style="list-style-type: none"> <li>• Amount of premium can be chosen freely</li> <li>• Flexible payment frequency, top-up premiums can be paid</li> </ul>
<b>Type of investment</b>	Pension concepts ranging from security-oriented to opportunity-oriented: Perspektive, KomfortDynamik, IndexSelect, InvestFlex
<b>Change of employer</b>	<ul style="list-style-type: none"> <li>• Contract transferable to new employer – with legal claim, if applicable</li> <li>• Private continuation</li> </ul>
<b>Benefit payment</b>	<ul style="list-style-type: none"> <li>• As of age 62</li> <li>• Subject to taxation and social security contributions (applicable to members of statutory health and long-term care insurance)</li> </ul>
<b>Payment options</b>	As pension, capital or a combination of both
<b>As supplement</b>	Survivor's provision and Income protection

<sup>1</sup> This amount corresponds to 8 % of the contribution assessment ceiling stipulated for German statutory pension insurance applicable in 2025. Premiums subject to flat-rate taxation in accordance with § 40 b EStG old version are offset against the funding limit of 8%. <sup>2</sup> This corresponds to 4% of the CAC/statutory pension insurance 2025.

# Salary conversion scheme<sup>1</sup> based on different salary brackets

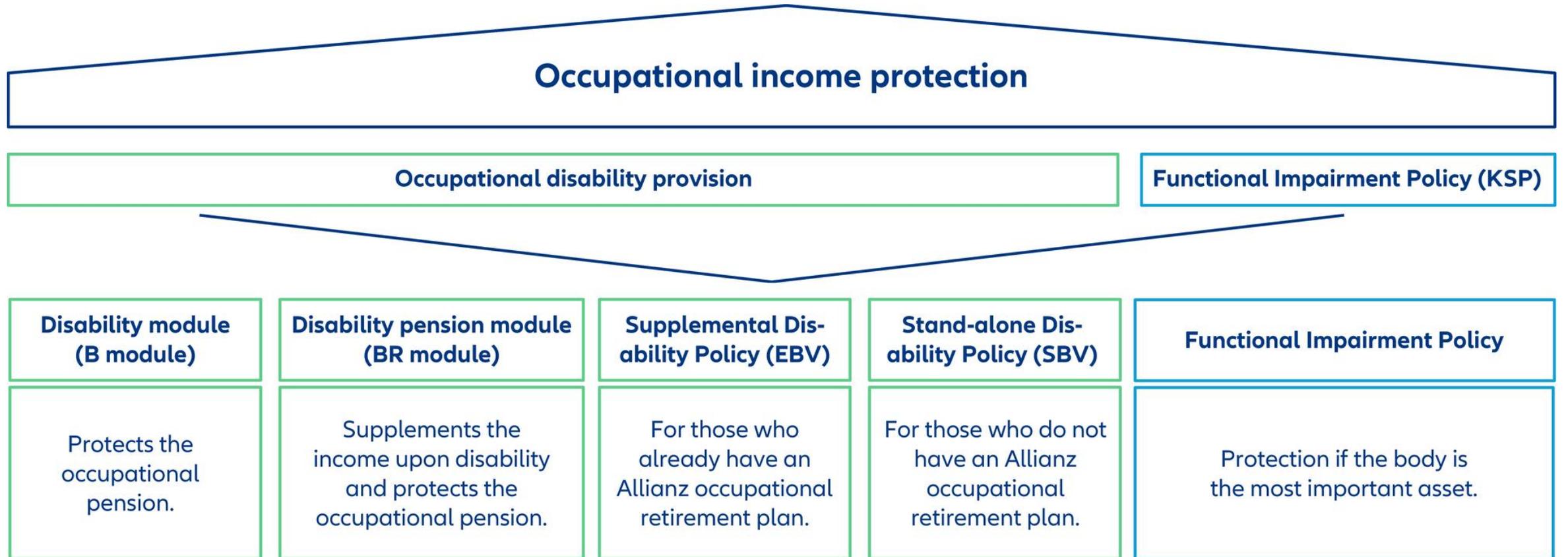
Model calculation based on different salary brackets in accordance with § 3 (63) EStG

Additional employer contribution increases the pension amount or reduces the net expense.

Gross income in €	Monthly premium in €											
	50			100			150			322		
	Tax class											
	I/IV	III	V	I/IV	III	V	I/IV	III	V	I/IV	III	V
	Net expense in €											
<b>1.500</b>	28	36	29	57	72	58	92	107	87	183	200	163
<b>2.000</b>	25	36	18	50	72	35	76	107	52	143	200	97
<b>2.500</b>	29	40	22	57	80	43	85	119	64	159	223	120
<b>3.000</b>	28	33	24	55	66	47	83	99	71	155	186	132
<b>3.500</b>	27	31	22	54	62	44	81	94	66	150	176	125
<b>4.000</b>	26	30	22	52	59	43	78	88	64	146	165	120
<b>4.500</b>	26	29	22	51	58	43	76	87	64	142	162	120
<b>5.000</b>	25	29	22	49	57	43	74	85	64	138	159	120

<sup>1</sup> Salary conversion in accordance with § 3 (63) EStG. Taxation and social security: Tax class I and IV no children; tax class III and V 2 children; church tax 8 %, statutory health insurance including supplemental contribution of 2,5 %, contribution rate for statutory long-term care insurance 4 % for childless persons;. Calculations are based on tax and social security legislation applicable in 2025. Salary conversion can result in lower social security benefits and mandatory membership of statutory health and long-term care insurance. Benefits are subject to individual taxation and mandatory health and long-term care insurance contributions.

# Allianz provides these options for occupational income protection



# Appropriate additional modules increase employee loyalty

Allianz Direct Insurance offers the employer the possibility to grant an extensive benefit promise – on a defined contribution basis:

## Direct Insurance Retirement provision

Optional for the insured in the form of:

- Capital payment
- Lifetime pension



## Disability provision

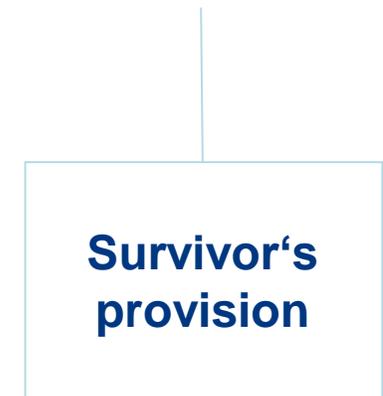
optional as:

- Waiver of premium upon disability
- Disability pension



## Survivor's provision

- Individual/collective survivor's pension
- Capital at death



# Disability module in occupational retirement plans: “Pension saver” upon onset of disability

## Advantages for employees

- Reliable protection of the occupational retirement plan against the consequences of disability including government incentive
- Waiver of premium already as of 50% disability
- Acceptance without or with simplified risk examination (at-work statement), if applicable
- No abstract referral to other occupations
- Special terms via the employer



# Disability pension in retirement plans: „Income and pension saver“ on disability

## Advantages for employees

- Reliable protection of the occupational retirement plan against the consequences of disability including government incentive
- Waiver of premium and disability pension already as of 50% disability
- Acceptance without or with simplified risk examination (at-work statement), if applicable
- No abstract referral to other occupations
- Top marks for disability provision
- Special terms via the employer



# Survivor's provision as part of company pension plan:

## Benefits to employees

- Simplified health questionnaire as part of group contract
- Lower net contributions due to state support
- Attractive cost-performance ratio due to special conditions
- Under the Act to Strengthen Company Pensions (Betriebsrentenstärkungsgesetz - BRSG), the employer's contribution can make the company pension plan with survivor's provision even more attractive than before!



# Differences between the Support Fund and other occupational pension vehicles

	DI	P-Fonds <sup>2</sup>	S-Fund	PP
<b>Tax advantage</b>	Premiums up to 8 % of the CAC/statutory pension insurance are tax-free <sup>1</sup>	Premiums up to 8 % of the CAC are tax-free <sup>1</sup>	Premiums tax-free without limitation	Premiums tax-free without limitation
<b>Social security</b>	§ 3 (63) EStG: exempt up to 4 % of the CAC/statutory pension insurance	§ 3 (63) EStG: exempt up to 4 % of the CAC <sup>1</sup>	ER-sponsored: exempt, EE-funded: exempt up to 4 % of the CAC/statutory pension insurance, in addition to § 3 (63) EStG	ER-sponsored: exempt, EE-funded: exempt up to 4 % of the CAC/statutory pension insurance, in addition to § 3 (63) EStG
<b>Premium payments</b>	Ongoing, abridged or variable premium payment and single premium	Ongoing (variable) premium payment and single premium	Matching life insurance; For entitled EEs: ongoing, level or increasing premium payment, for pensioners: single premium	Internally by book reserves (§ 6 a EStG) and indirect insurance with ongoing, abridged or variable premium payment and single premium
<b>Tax incentives</b>	§ 3 (63) EStG and Riester	§ 3 Nr. 63 EStG and Riester	-	-
<b>Continuation upon change of employer</b>	For new promises as of 01.01.2005	For new promises as of 01.01.2005	No right, transfer on a voluntary basis	No right, transfer on a voluntary basis
<b>Private continuation</b>	Possible	Possible	Not possible. Only private continuation of the indirect insurance policy is possible in the event of insolvency according to the offer of the PSVaG.	Not possible. Only private continuation of the reinsurance policy is possible in the case of BilMoG commitments in the event of insolvency, possibly after an offer from the PSVaG
<b>Pension concepts</b>	Perspektive, KomfortDynamik, IndexSelect, InvestFlex	–	Perspektive, KomfortDynamik, IndexSelect and InvestFlex <sup>3</sup>	Perspektive, KomfortDynamik, IndexSelect, InvestFlex

<sup>1</sup>In accordance with § 3 (63) EStG. <sup>2</sup>Pensionsfonds in accordance with § 3. Nr. 63 EStG is closed to new business.

# Highly performing – Allianz disability provision supplementing Direct Insurance

**For all who conclude a new pension contract:**

**Allianz retirement provision + disability rider**

Full-service package with price advantage“. Retirement and disability provision combined in an attractive package

**For all who already have an Allianz pension contract:**

**Allianz Supplemental Disability Policy (Ergänzende Berufsunfähigkeits Police (EBV))**

The “supplement with price advantage“. Disability provision at a favorable price

**For all who do not have a (Allianz) pension contract:**

**Allianz Disability policy (Berufsunfähigkeits Police (SBV))**

The “supplement with price advantage“. Disability provision at a favorable price

**For all who carry out physical work:**

- Allianz KörperSchutzPolice: protecting the basic skills

# Occupational retirement plan management with FirmenOnline

The FirmenOnline occupational pension portal considerably simplifies the occupational pension management in the company. Two portals are available:

## **Employer portal**

Employers can easily and efficiently manage all occupational pension contracts online – with full transparency regarding all activities and processes.

## **Employee portal**

Employees have online access to all information regarding the company's occupational pension offer in a clearly arranged manner – with explainer videos and helpful calculation tools.

[DIRECT ACCESS TO FIRMENONLINE.DE](https://www.firmenonline.de)



# Effect on the statutory social systems



**What effect does a salary conversion scheme have on the statutory social security systems?**



The salary conversion scheme can result in a reduced contribution assessment ceiling (CAC) for social security benefits. As a result, the subsequent benefits under these systems may be lower. In addition, salary conversion may result in mandatory membership of statutory health insurance.

Sample calculation for statutory pension insurance (DRV): Based on a conversion of Euro 100, an employee earning an income below the CAC (2025: EUR 96,600) saves EUR 18,60 in monthly statutory pension insurance contribution. The annual savings of EUR 223,20 compares to a reduction of statutory pension of monthly approximately EUR 1,00 for each year of salary conversion. As the savings are invested in an attractive occupational pension plan, you will usually receive a distinctly higher monthly pension.

# Leaving service



**What happens upon leaving service?**



In case of salary conversion, you have an irrevocable right to the insured benefits from the outset. On leaving in service, your entitlement to retirement benefits remains intact according to the agreed insurance promise. You can either continue the policy (paid-up or with premium payment) or continue it with a new employer.

# Suspension of premium payment



**What happens if I can no longer afford to convert portions of salary?**



Premium payment can be suspended in agreement with your employer. However, your benefits will be reduced accordingly and any co-insured riders may lapse (e. g. disability provision).

# Options in case of illness, parental leave or unemployment



**What options do I have in case of prolonged illness, parental leave or unemployment?**



You can maintain full insurance coverage by making your own premium payment funded from private means. Optionally, premium payment can be suspended for this period of time (by reducing the benefits) and the contract be reinstated later under certain conditions. In case of parental leave and unemployment premiums can be deferred free of interest.

# Benefits in the event of death



## What happens in the event of death?



If benefits become due upon your death the revocable beneficiaries are designated in the following order:

- Your spouse or registered partner
- Your children entitled to child benefit, foster children, stepchildren, de facto stepchildren up to a certain maximum age
- Your non-registered companion or partner whose name has been communicated to us (marriage-like partnership)<sup>1</sup>
- Your grandchildren entitled to child benefit living in your household, up to a certain maximum age
- If none of the above persons exist: death grant (max. EUR 8,000) is payable to the beneficiary whose name has been communicated to us by the employer in agreement with the person insured, otherwise the heirs.

<sup>1</sup> In addition, other conditions must be met in order to establish a legally valid beneficiary's right in favor of your companion/non-registered partner and a child permanently placed in your home.

# Age limit for early claim



**Can I claim a potentially reduced benefit earlier?**



You can claim benefits as of completion of age 62.

# Claim in case of unemployment



**What happens to my retirement plan if I become unemployed?**



Your pension rights under Allianz Direct Insurance remain intact according to the agreed insurance promise. The existing pension assets of a company pension plan have no influence on the determination and assessment of the entitlement to a citizen's pension ("Bürgergeld").

# Government incentives in the form of subsidies



**Can I also claim Riester incentives?**



Alternatively, you can claim Riester grants and special expenses deduction, if applicable, under your salary conversion scheme (so-called Riester incentives). In this case, premium payment will be based on net salary.

# Contributions applicable in retirement



**Are direct insurance benefits subject to pensioners' health insurance contributions?**



If you are a mandatory member of statutory health insurance, your post-retirement income is subject to statutory health insurance and long-term care insurance contributions. A blanket deduction was introduced to 01.01.2020 applicable to mandatory members (in 2025: EUR 187,25). The deduction can only be applied to occupational benefits and therefore only applies to health insurance contributions. Income from occupational pensions are exempt from statutory health insurance up to the amount of the blanket deduction. Benefits funded by private premium payment remain exempt from contributions if the pensioner is a mandatory member of statutory health insurance.

# Offsetting against basic social assistance



**Are direct insurance benefits offset against basic social assistance?**



Pensioners whose regular income and existing assets are not sufficient for their living can claim basic social assistance (social welfare). Pensions arising from voluntary additional retirement provision such as occupational pension benefits will not be offset up to an amount of EUR 281,50 (2025).

# Information on the retirement plan



**How do I know that the employer has concluded a pension contract for me?**



You will receive the insurance documents and annual benefit reports from Allianz Lebensversicherungs-AG.

# Customer side

# In what cases is Allianz Direct Insurance an ideal tool for employers?

- Offering a highly performing retirement plan is a good way to boost the attractiveness of my company and motivate my employees.
- I want to have an advantage in recruiting talent.
- I seek a simple, efficient solution for plan administration without additional cost or other expenses involved (e. g. for consulting documentation).
- I want to fulfill my employees' right to salary conversion by offering an attractive occupational retirement plan.



# In what cases is Allianz Direct Insurance an ideal tool for employees?

- I want to supplement my statutory pension in a smart way and at a reduced own expense in order to maintain my usual standard of living in old age.
- I wish to obtain support from the employer and the government.
- I want to remain flexible in terms of benefit payment - pension or lump sum payment.
- I want to be sure that my retirement plan is protected in case of change of employer, insolvency of the employer or unemployment.
- I would also like to be covered in the event of occupational disability and know that my family is covered if something should happen to me



# For what type of employers is Direct Insurance suitable?



## **Suitable ...**

- ... to meet the legal right to salary conversion.
- ... as a sign of appreciation towards the employees.
- ... as attractive retirement provision.
- ... as straightforward and simple occupational pension solution.
- ... for the long-term retention of employees.



## **Less suitable ...**

- ... for freelancers.

# For what type of employees is Direct Insurance suitable?



## **Suitable ...**

- ... for employees who are subject to statutory pension insurance.
- ... for employees who want to benefit from the government incentive and a potential employer contribution.
- ... for employees who want to build up additional pension rights.



## **Less suitable ...**

- ... for pensioners, civil servants, members of professional associations and self-employed.
- ... for employees who want to claim their retirement benefits before completion of age 62.
- ... as short-term investment, as collateral or as security, e.g. for real estate financing.

# Model calculation

**Employee's premium:** € 100

**Tax savings:** -€ 30<sup>1</sup>

Insurance premiums are directly deducted from gross salary and are therefore tax-free.

**Social security savings:** -€ 20<sup>2</sup>

The second advantage is the exemption from social security contributions.

**Actual expense:** € 50

**€ 15 employer contribution** € 15<sup>3</sup>

**Total premium** € 115

Based on the employee's own expense of approx. € 50, an amount of € 115 will be invested in an occupational pension.

<sup>1</sup> Tax charge 30 %. <sup>2</sup> Social security contributions approx. 20 % <sup>3</sup> Under a salary conversion scheme where premiums into a direct insurance plan, a Pensionskasse or a pension fund (§ 3 (63) EStG) are exempt from social security contributions, the employer is required to contribute 15 % of the salary converted up to 4 % of the CAC /statutory pension insurance.



# That's how employees benefit from government incentives

The government has been sponsoring salary conversion schemes<sup>1</sup> since January 01, 2018 by granting higher tax-free amounts up to maximum EUR 644 monthly, premiums up to maximum EUR 322 monthly remain exempt from social security contributions

Comparison: Private contract versus occupational pension contract with the same supply target for daily life

Comparison tax class I	Private pension "funded from net salary"	Occupational pension funded from gross salary
Monthly gross salary	€ 3,500	€ 3,500
./. Monthly occupational pension premium <sup>2</sup>	€ 0	- € 100 + € 15
Salary subject to taxes and other deductions	€ 3,500	€ 3,400
./. Taxes and social security contributions <sup>3</sup>	- € 1,203	- € 1.156
Payout	€ 2,297	€ 2.244
./. Monthly premium invested in private pension plan	- € 53	€ 0
<b>Remaining amount</b>	<b>EUR 2,244</b>	<b>€ 2.244</b>

Monthly pension from the occupational pension scheme<sup>4</sup>: € 254

Net expense:  
- 53 €<sup>5</sup>

<sup>1</sup> Salary conversion scheme in accordance with § 3 (63) EStG. <sup>2</sup> Salary conversion can result in lower social security benefits. <sup>3</sup> **Taxation and social security:** Tax class I, church tax 8 %, statutory health insurance including supplemental contribution of 2.5 %, contribution rate for statutory long-term care insurance 4.2% for childless persons; calculations are based on tax and social security legislation applicable in 01/2025. <sup>4</sup> **Premium rate:** KomfortDynamik StRFKU1U.GD.TB(U), occupational group: B4, admission/maturity age 35 / 67, commencement date: 01.2024, premium frequency: monthly, death benefit: 20 years, boLZ, guarantee-level 80 %, without increase, profits: during the deferred period: Investment in the KomfortDynamik special funds (supposed performance 5 %), as of commencement annuity payout: additional annuity. Benefits are individually taxed and subject health and long-term care insurance contributions. <sup>5</sup> Under tax class III / 2 children the net expense amounts to EUR 62.

# Salary conversion<sup>1</sup> is more profitable than a private pension contract

## Comparison: Private contract versus occupational pension contract

Retirement pension and deductions	Retirement provision via	
	Private contract	Direct insurance (§ 3 (63) EStG)
Statutory pension (estimate)	€ 1,421	€ 1,386
Monthly retirement pension in the first year (gross) <sup>2</sup>	€ 108	€ 254
Taxation <sup>3</sup>	€ 37	€ 77
Pensioners' health and long-term care insurance contributions <sup>3</sup>	€ 181	€ 199
Monthly retirement pension in the first year (net)	<b>€ 1,311</b>	<b>€ 1,364</b>
<b>Advantage occupational retirement plan p.a.</b>		<b>€ 53</b>

<sup>1</sup> In accordance with § 3 (63) EStG.

<sup>2</sup> Premium rates: KomfortDynamik Direct insurance: StRFKU1U.GD.TB(U), Private contract: RFKU1U.GD.OB(O), occupational group: B4, NR, admission/maturity 35/67, commencement date 01.2024, premium frequency, death benefit : 20 years, boLZ, guarantee level 80 %, without increase, profits: during the deferred period: Investment in the KomfortDynamik special funds (supposed performance 4,5 %), as of commencement annuity payout: additional annuity.

<sup>3</sup> Taxation and social security: Basic table, church tax 8 %, statutory health insurance including supplemental contribution of 2.5 %, contribution rate for statutory long-term care insurance 4.2 % for childless persons. Calculations are based on tax and social security legislation applicable in 2024.

# Market side

# Arguments in our favor



## Innovative capital investment

We invest worldwide on a broadly diversified basis with a strong focus on alternative investments, such as renewable energies. In this way, clients benefit from our size and experience.



## Future-oriented solutions

Our customers benefit from an attractive combination of potential returns and security. It is possible to weight these individually.



## Sustainability strategy in capital investment at Allianz Leben

We take our responsibility to society and our customers seriously. That is why we pursue a sustainability strategy in capital investment.



## Excellent financial strength

Based on the best international ratings, we were once again recognised by FOCUS-MONEY (issue 47/24) as 'Europe's financially strongest life insurer in a long-term comparison over 5 years'.

# Allianz Leben is the number 1 in occupational retirement plans

## Trust ...

- More than 80 of the 100 of the largest companies in Germany put their trust in us
- 20 percent of all German companies

## We are the partner ...

- to various collective and consortium agreements, e.g. consortium agreement with the chemical industry
- to pension schemes such as MetallRente, Versorgungswerk der Presse, KlinikRente, MobilitätsRente, BusinessVorsorgePlan, HandWerkerPlan, GalaBau

## The occupational pension solutions of Allianz offer:

- Absence of liability on the employer's side
- All-in offer: 3 pension vehicle, working time accounts and supplementary disability provision



Ihre Experten für  
Garten & Landschaft  
Partner des  
Bundesverbandes  
Garten-, Landschafts-  
und Sportplatzbau e. V.



# Performance and sustainability – the strong points of Allianz

Our ESG strategy links long-term economic value creation to a concept for ecological self-commitment, social responsibility and good corporate governance.



## E like Environmental:

Ecological self-commitment

- Allianz actively contributes to positive advancement and transformation by specific global investments in sustainability projects
- Evaluation of investments and sites with respect to carbon emissions, e.g. Allianz has reduced the carbon emission per employee by over 40% since 2006
- Definition of clear objectives in order to limit global warming to 1.5°C within the scope of the AOA<sup>1</sup>



## S like Social:

Social responsibility

- Human rights and fair working conditions are observed
- Allianz has entered into partnerships with SOS children's villages
- Charitable commitment, e.g. Allianz Children's FoundationS
- Support for EqualPay and EqualPension



## G like Governance:

Good corporate governance

- Consideration of ecological and social aspects in the core business activities
- Trust develops through applied transparency
- Combating in-house corruption
- Ensuring data protection and data security

<sup>1</sup> Net-Zero Asset Owner Alliance Link: [https://www.allianz.com/content/dam/onemarketing/azcom/Allianz\\_com/press/document/AOA\\_Press\\_Release\\_DE.pdf](https://www.allianz.com/content/dam/onemarketing/azcom/Allianz_com/press/document/AOA_Press_Release_DE.pdf)

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