Performance in 2025

Group Management Report

Performance

Economic environment

The global economy once again presented a mixed picture in 2025. Manufacturing industry remained weak, particularly in Europe, where Germany, France and Austria continued to be hampered by structural problems. However, the situation in the services sector has stabilised: the PMI for the eurozone stood at around 53 points in the summer. Growth of around 1.3 per cent is expected for the eurozone in 2025, driven by Spain (just under 3 per cent), France (1.2 per cent) and Italy (1.0 per cent). Germany showed a moderate recovery, Austria a slight increase of around 0.5 per cent after the decline in 2024.

Monetary policy conditions remained supportive. The ECB lowered its key interest rates four times, each time by 25 basis points, taking it down to 2 per cent. Inflation in the eurozone was around 2 per cent at the end of the year but significantly higher in Austria. In addition to political uncertainties in core EU countries, the unresolved Ukraine conflict and US tariff policy had a negative impact. Despite these factors, the labour market remained stable; no increase in unemployment was observed in the eurozone in 2025. The discussion about compliance with the Maastricht criteria once again put pressure on highly indebted member states and weighed on economic sentiment.

The US economy expanded by around 2 per cent in 2025, fuelled by robust consumer spending. Inflation fell more slowly than expected and stood at 2.5 per cent, while the Federal Reserve lowered the Fed Funds Target Rate to the upper limit of the target range of 3.75 per cent. The implementation of new US tariffs under President Trump created additional uncertainty and had a dampening effect on global trade.

In China, the situation in the industrial sector remained tense. The property market continued to deteriorate, with unfinished projects and weak sales markets weighing on activity. The government responded with an export offensive, often flanked by aggressive pricing strategies.

The bond markets were volatile in 2025 but stabilised towards the end of the year. Austrian ten-year government bonds yielded around 3 per cent over the course of the year. Spreads on Italian bonds developed solidly, while French bonds lagged slightly behind due to the significant increase in debt.

The global equity markets continued their upward trend in 2025, with the European equity markets clearly outperforming other regions of the world. The S&P 500 rose by just 4.5 per cent due to the fall in the dollar, and the MSCI World rose by 6 per cent, whereas the DAX grew by 23 per cent and the ATX by 51 per cent.

UNIQA Group

With a premium volume written including savings portions from unit-linked and index-linked life insurance of € 8,354.7 million, the UNIQA Group is among the leading insurance groups in Central and Eastern Europe.

UNIQA in Europe

UNIQA offers its products and services via all sales channels (hired sales force, general agencies, brokers, banks and direct sales) and covers virtually the entire range of insurance lines. UNIQA is the second-largest insurance group in Austria; following the sale of the SIGAL Group (Albania, Kosovo and North Macedonia), UNIQA now has a presence in 11 countries of the CEE growth region as of the second quarter of 2025: Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Hungary, Montenegro, Poland, Romania, Serbia, Slovakia and Ukraine. In addition, insurance companies in Switzerland and Liechtenstein are part of the UNIQA Group.

The listed holding company UNIQA Insurance Group AG manages the Group and also operates the indirect insurance business concluded as active reinsurance with another insurance company. Moreover, UNIQA Insurance Group AG carries out numerous service functions for UNIQA Österreich Versicherungen AG and its international Group companies, in order to take best advantage of synergy effects and to implement the Group's long-term corporate strategy consistently.

Property and casualty insurance

The property and casualty insurance line includes property insurance for private individuals and companies, as well as private casualty insurance. The UNIQA Group recorded premiums written in property and casualty insurance in 2025 in the amount of € 5,044.7 million (2024: € 4,587.0 million), corresponding to 60.4 per cent (2024: 59.4 per cent) of the total premium volume. The largest share by far in the volume of property and casualty insurance comes from the retail business. Most property and casualty insurance policies are taken out for a limited term of up to three years. A broad spread across the different risks of a great many customers and the relatively short terms of these contracts lead to only moderate capital requirements, which makes this business segment attractive.

Health insurance

Health insurance in Austria includes voluntary health insurance for retail customers, commercial preventive healthcare and opt-out offers for certain independent professions such as lawyers, architects and pharmacists. Although health insurance is still at the early stages in CEE, increased levels of prosperity in the region make the long-term growth potential even greater. Group-wide, the premiums written in 2025 amounted to € 1,609.5 million (2024: € 1,514.5 million), corresponding to 19.3 per cent (2024: 19.6 per cent) of the total premium volume. UNIQA is the undisputed market leader in this strategically important business line in Austria, with around 43 per cent of market share.

Life insurance

Life insurance covers economic risks that stem from the uncertainty as to how long a customer will live. There are also biometric products which hedge against risks such as occupational disability, long-term care needs or death. The life insurance business model is structured towards the long term. In life insurance, UNIQA achieved in 2025 a Group-wide premium volume (including savings portions from unit-linked and index-linked life insurance) of € 1,700.4 million (2024: € 1,618.4 million), corresponding to 20.4 per cent (2024: 21.0 per cent) of the total premium volume.

Companies included in the IFRS consolidated financial statements

In addition to the annual financial statements of UNIQA Insurance Group AG, the consolidated financial statements include the financial statements of all subsidiaries in Austria and abroad as well as those of the investment funds under the Group's control. The scope of consolidation – including UNIQA Insurance Group AG – comprised 35 Austrian (2024: 34) and 67 international (2024: 61) subsidiaries as well as 4 Austrian (2024: 4) and 9 international (2024: 9) controlled pension and investment funds. The associates are 4 Austrian companies (2024: 4) that were included in the consolidated financial statements using the equity method of accounting.

Details on the consolidated companies and associates are contained in the corresponding overview in the consolidated financial statements. The accounting and measurement methods are also described in the consolidated financial statements.

Risk reporting

UNIQA's comprehensive risk report is included in the notes to the 2025 Consolidated Financial Statements.

Corporate Governance Report

Since 2004, UNIQA has pledged to comply with the Austrian Code of Corporate Governance. UNIQA publishes its consolidated Corporate Governance Report at www.uniqagroup.com in the Investor Relations section.

Discontinued operations

In accordance with the provisions of IFRS 5, all values attributable to the Russian business were recognised in the 2024 consolidated income statement in the profit/(loss) from discontinued operations (after tax).

Group business development

- Premiums written (including savings portions from unit-linked and index-linked life insurance) increased by 8.2 per cent to € 8,354.7 million
- Insurance service result at € 710.8 million
- Combined ratio (gross) decreased from 91.1 per cent to 89.2 per cent
- Combined ratio (net) improved from 93.1 per cent to 91.7 per cent
- Financial result increased to € 209.4 million
- Earnings before taxes in 2025 by 16.9 per cent to € 516.4 million
- Proposed dividend for 2025 of € 0.72 per share

UNIQA Group key figures

In € million

	2025	2024	2023
Premiums written, including savings portions from unit-linked and index-linked life insurance	8,354.7	7,719.9	7,080.1
Cost ratio	31.4 %	31.2 %	31.0 %
Administrative expense ratio	15.3 %	15.9 %	15.7 %
Combined ratio (gross before reinsurance)	89.2 %	91.1 %	89.4 %
Combined ratio (net after reinsurance)	91.7 %	93.1 %	92.8 %
Earnings before taxes	516.4	441.9	426.4
Consolidated profit/(loss) (proportion of the profit/(loss) for the period attributable to the shareholders of UNIQA Insurance Group AG	424.8	347.6	302.7

Property and casualty insurance

In € million

	2025	2024	2023
Premiums written	5,044.7	4,587.0	4,133.7
Insurance revenue	4,774.6	4,421.8	4,006.3
Insurance service expenses	–4,257.6	–4,029.8	–3,580.8
Reinsurance service result	–120.7	–85.8	–138.0
Insurance service result	396.3	306.2	287.5
Financial result	116.9	174.0	101.4
Net investment income	203.8	253.6	173.4
Non-technical result	–188.0	–146.9	–119.0
Cost ratio	31.8 %	31.6 %	31.9 %
Combined ratio (gross before reinsurance)	89.2 %	91.1 %	89.4 %
Earnings before taxes	264.2	281.0	211.5

Health insurance

In € million

	2025	2024	2023
Premiums written	1,609.5	1,514.5	1,378.0
Insurance revenue	1,449.8	1,355.8	1,234.7
Release of the contractual service	131.2	105.9	94.7
Insurance service expenses	–1,333.9	–1,255.2	–1,110.3
Reinsurance service result	–1.1	–0.9	–2.5
Insurance service result	114.8	99.8	122.0
Financial result	15.7	–11.5	–19.1
Net investment income	253.9	200.5	111.7
Non-technical result	–98.4	–77.9	–58.2
Cost ratio	19.4 %	18.4 %	18.2 %
Earnings before taxes	31.9	10.3	44.1

Life insurance

In € million

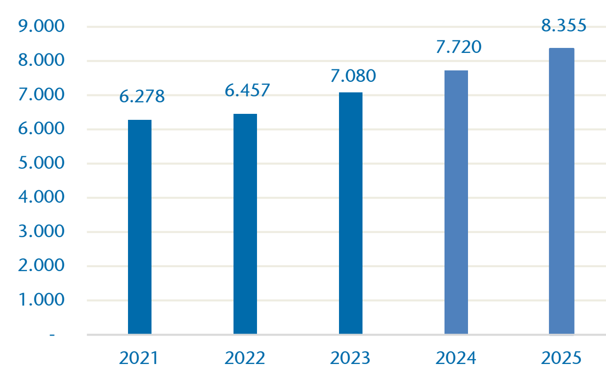
	2025	2024	2023
Premiums written	1,700.4	1,618.4	1,568.3
Insurance revenue	891.1	779.6	753.1
Release of the contractual service	225.6	197.7	192.2
Insurance service expenses	–689.0	–615.4	–600.0
Reinsurance service result	–2.5	–9.6	–0.3
Insurance service result	199.7	154.5	152.8
Financial result	76.8	47.7	67.9
Net investment income	341.1	295.6	303.7
Non-technical result	–39.4	–29.7	–29.2
Cost ratio	48.8 %	50.7 %	46.9 %
Earnings before taxes	220.2	150.5	170.8

Changes in premiums

UNIQA's total premium volume written increased in 2025 – taking into account the savings portions from unit-linked and index-linked life insurance – by 8.2 per cent to € 8,354.7 million (2024: € 7,719.9 million). The main driver for this was the solid growth in both property and casualty insurance and in health insurance. However, life insurance also contributed to this strong growth in 2025 – particularly in the international segment. The premiums for 2025 (and the comparative period) were adjusted for the premium revenues from Albania, Kosovo and North Macedonia, as these countries are no longer part of the UNIQA Group.

Premiums written including savings portions from unit-linked and index-linked life insurance

In € million



Premiums written in property and casualty insurance grew in 2025 by 10.0 per cent to € 5,044.7 million (2024: € 4,587.0 million) due to index adjustments and good sales performance. In health insurance, premiums written in the reporting period rose by 6.3 per cent to € 1,609.5 million (2024: € 1,514.5 million) due to premium adjustments and strong new business development. In life insurance, premiums written, including the savings portions from unit-linked and index-linked life insurance, increased by 5.1 per cent to € 1,700.4 million (2024: € 1,618.4 million).

The premium volume written by UNIQA Austria – including savings portions from unit-linked and index-linked life insurance – increased in 2025 by 4.8 per cent to € 4,702.9 million (2024: € 4,488.3 million). In the UNIQA International segment, the premium volume written increased by 9.8 per cent to € 3,353.8 million (2024: € 3,054.8 million).

Change in insurance revenue

The UNIQA Group's insurance revenue rose by 8.5 per cent in 2025 to € 7,115.5 million (2024: € 6,557.2 million).

The release of the contractual service margin (CSM) amounted to € 380.4 million (2024: € 336.8 million).

Insurance revenue in property and casualty insurance grew in 2025 by 8.0 per cent to € 4,774.6 million (2024: € 4,421.8 million).

In health insurance, insurance revenue rose in the reporting period by 6.9 per cent to € 1,449.8 million (2024: € 1,355.8 million). The release of the contractual service margin increased by 23.9 per cent to € 131.2 million (2024: € 105.9 million).

In life insurance, insurance revenue increased in 2025 by 14.3 per cent to € 891.1 million (2024: € 779.6 million). The release of the contractual service margin rose by 14.1 per cent to € 225.6 million (2024: € 197.7 million).

Change in insurance service expenses

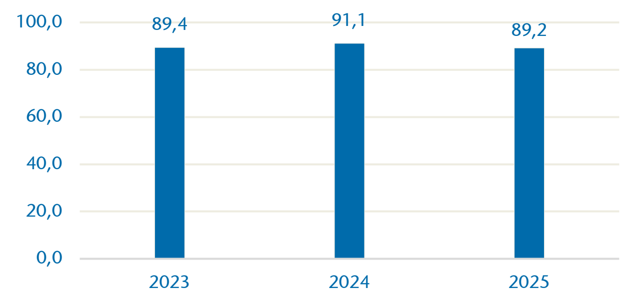
The UNIQA Group's insurance service expenses increased in 2025 by 6.4 per cent to € 6,280.6 million (2024: € 5,900.4 million).

The overall cost ratio – the ratio of direct and indirect costs to insurance revenue – nevertheless increased only marginally to 31.4 per cent (2024: 31.2 per cent). The administrative cost ratio in 2025 was 15.3 per cent (2024: 15.9 per cent).

In property and casualty insurance, insurance service expenses increased by 5.7 per cent to € 4,257.6 million (2024: € 4,029.8 million). The cost ratio rose to 31.8 per cent (2024: 31.6 per cent). The combined ratio (gross before reinsurance) fell to 89.2 per cent (2024: 91.1 per cent) due to the virtual absence of natural disasters. The combined ratio (net after reinsurance) decreased to 91.7 per cent (2024: 93.1 per cent).

Combined ratio (gross before reinsurance)

In per cent



In health insurance, insurance service expenses grew in 2025 by 6.3 per cent to € 1,333.9 million (2024: € 1,255.2 million). The cost ratio increased in this segment to 19.4 per cent (2024: 18.4 per cent).

In life insurance, insurance service expenses rose by 12.0 per cent to € 689.0 million (2024: € 615.4 million). The cost ratio decreased in life insurance to 48.8 per cent (2024: 50.7 per cent).

Reinsurance service result

The reinsurance service result in 2025 amounted to €–124.2 million (2024: €–96.3 million).

Insurance service result

The UNIQA Group's insurance service result (see Note 5 in the consolidated financial statements) increased significantly in 2025 to € 710.8 million (2024: € 560.5 million).

Financial result

The UNIQA Group's investment portfolio (including investment property, financial assets accounted for using the equity method and other investments) increased as at 31 December 2025 by € 338.1 million to € 21,063.6 million compared with the last reporting date (31 December 2024: € 20,725.5 million).

Net investment income rose in 2025 to € 798.8 million (2024: € 749.7 million) due to the excellent current income. The financial result decreased as a result to € 209.4 million (2024: € 210.2 million). Due to the recognition of the equity-accounted investment in the construction firm STRABAG SE, there was a positive contribution to earnings in 2025 of € 206.5 million (2024: € 119.7 million).

Net investment income from unit-linked and index-linked life insurance in 2025 amounted to € 209.8 million (2024: € 333.0 million).

A detailed description of the financial result can be found in the consolidated financial statements (see Note 4 in the consolidated financial statements).

Non-technical result

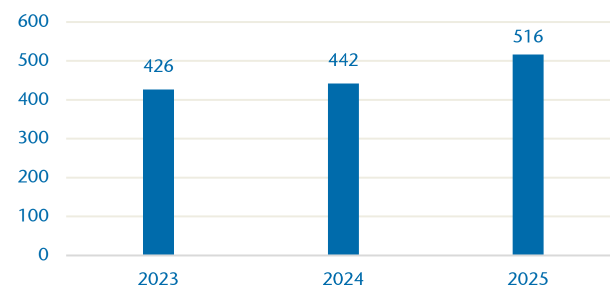
The non-technical result in 2025 was €–325.9 million (2024: €–254.5 million). Other income rose by 6.5 per cent to € 452.9 million (2024: € 425.2 million), while other expenses increased by 14.6 per cent to € 778.8 million (2024: € 679.6 million).

Earnings before taxes

Operating profit grew by 15.1 per cent to € 594.2 million (2024: € 516.2 million) due to the increase in the insurance service result. The UNIQA Group's earnings before taxes rose accordingly by 16.9 per cent to € 516.4 million (2024: € 441.9 million).

Earnings before taxes

In € million



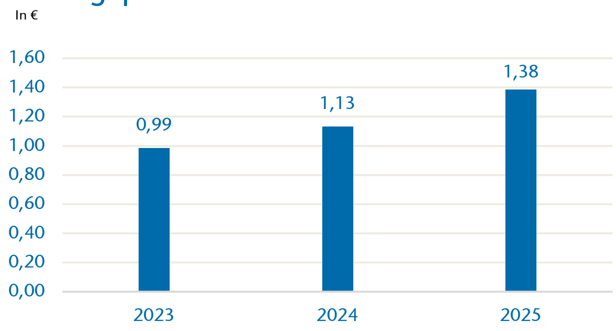
In property and casualty insurance, earnings before taxes decreased to € 264.2 million (2024: € 281.0 million), while health insurance saw an increase by 208.8 per cent to € 31.9 million (2024: € 10.3 million). Finally, in life insurance, earnings before taxes rose by 46.3 per cent to € 220.2 million (2024: € 150.5 million).

Income tax expense decreased in 2025 to € 93.1 million (2024: € 93.7 million). Consequently, the tax burden fell in 2025 to 18.0 per cent (2024: 21.2 per cent).

Profit/(loss) for the period from continuing operations totalled € 423.3 million (2024: € 348.2 million). Due to the sale of the Russian company in 2024, the profit/(loss) from discontinued operations (after tax) in 2025 amounted to € 0.0 million (2024: € 2.3 million). The profit/(loss) for the period therefore amounted to € 423.3 million in the reporting period (2024: € 350.5 million).

The consolidated profit (share of the profit/(loss) for the period attributable to the shareholders of UNIQA Insurance Group AG) increased by 22.2 per cent to € 424.8 million (2024: € 347.6 million). Earnings per share rose to € 1.38 (2024: € 1.13). Earnings per share from continuing operations in 2025 amounted to € 1.38 (2024: € 1.13).

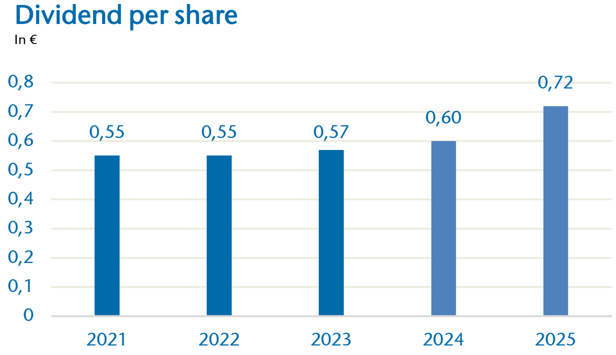
Earnings per share



The return on equity (return on equity after taxes and non-controlling interests) rose slightly in the reporting year to 14.3 per cent (2024: 12.4 per cent).

On this basis, the Management Board will propose a dividend of € 72 per share to the Supervisory Board and the Annual General Meeting (2024: € 60 per share).

Dividend per share



Own funds and total assets

The equity attributable to the shareholders of UNIQA Insurance Group AG rose in the past financial year by € 174.0 million to € 3,063.8 million (31 December 2024: € 2,889.7 million). Non-controlling interests amounted to € 101.0 million (31 December 2024: € 51.7 million). The Group's total assets as at 31 December 2025 came to € 29,047.9 million (31 December 2024: € 28,532.1 million).

Change in contractual service margin

The contractual service margin increased as at 31 December 2025 to € 5,879.3 million (31 December 2024: € 5,345.6 million). In property and casualty insurance, the CSM dropped to € 70.1 million (31 December 2024: € 93.9 million) and in health insurance it rose to € 3,919.8 million (31 December 2024: € 3,501.0 million). In life insurance, it rose to € 1,889.3 million (31 December 2024: € 1,750.6 million).

Consolidated statement of comprehensive income

The profit/(loss) for the period in 2025 amounted to € 423.3 million (2024: € 350.5 million). Due to effects from the assessment of government and corporate bonds in particular, other comprehensive income fell to €–87.9 million in the reporting period (2024: € 9.4 million). Accordingly, total comprehensive income amounted to € 335.4 million (2024: € 359.8 million).

Consolidated statement of cash flows

UNIQA's net cash flow from operating activities in 2025 was € 1,137.7 million (2024: € 580.7 million). Cash flow from investing activities amounted to €–795.9 million (2024: €–488.0 million). Net cash flows from financing activities amounted to €–317.4 million (2024: €–153.7 million). Cash and cash equivalents increased overall in 2025 by € 22.6 million to € 659.8 million (2024: € 637.1 million).

Employees

The average number of employees (full-time equivalents, or FTEs) at UNIQA fell in 2025 to 14,959 FTEs (2024: 15,131). This includes 3,616 FTEs (2024: 3,797) who were employed as field sales employees. The number of employees in administration was 11,342 FTEs (2024: 11,333).

In 2025, the Group had an average of 5,273 FTEs (2024: 5,059) in the Central Europe (CE) region – Czechia, Hungary, Poland and Slovakia – as well as 1,733 FTEs (2024: 2,232) in the Southeastern Europe (SEE) region –

Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Kosovo, Montenegro, North Macedonia and Serbia – and 1,533 FTEs (2024: 1,494) in the Eastern Europe (EE) region – Romania and Ukraine. The employees of the SIGAL Group, which was sold in the second quarter of 2025, are recognised on a pro rata basis up to the date of sale. The average number of FTEs in the other markets in 2025 was 83 (2024: 81). A total of 6,336 FTEs were employed in Austria (2024: 6,265).

Operating segments

UNIQA Austria

- Premiums written (including the savings portions from unit-linked and index-linked life insurance) increased by 4.8 per cent to € 4,702.9 million
- Insurance service result at € 311.4 million
- Combined ratio (gross) increased from 91.9 per cent to 92.4 per cent
- Financial result increased to € 197.2 million
- Earnings before taxes at € 358.4 million

UNIQA Österreich key figures
In € million

	2025	2024	2023
Premiums written, including savings portions from unit-linked and index-linked life insurance	4,702.9	4,488.3	4,290.0
Cost ratio	24.9 %	24.1 %	24.3 %
Administrative expense ratio	13.3 %	13.5 %	13.5 %
Combined ratio (gross before reinsurance)	92.4 %	91.9 %	92.3 %
Combined ratio (net after reinsurance)	95.6 %	95.2 %	95.0 %
Earnings before taxes	358.4	313.0	279.2

Property and casualty insurance
In € million

	2025	2024	2023
Premiums written	2,339.6	2,222.1	2,119.2
Insurance revenue	2,348.4	2,241.3	2,118.5
Insurance service expenses	–2,169.5	–2,059.0	–1,954.4
Reinsurance service result	–76.1	–74.6	–57.6
Insurance service result	102.8	107.7	106.5
Financial result	166.2	145.1	113.6
Net investment income	180.7	159.1	118.7
Non-technical result	–55.7	–54.8	–45.7
Cost ratio	27.3 %	26.8 %	27.2 %
Combined ratio (gross before reinsurance)	92.4 %	91.9 %	92.3 %
Earnings before taxes	200.7	182.3	160.2

Health insurance
In € million

	2025	2024	2023
Premiums written	1,475.3	1,389.6	1,268.0
Insurance revenue	1,313.5	1,224.1	1,119.4
Release of the contractual service	131.0	105.3	94.2
Insurance service expenses	–1,212.5	–1,129.7	–1,013.6
Reinsurance service result	–0.4	–0.5	–1.7
Insurance service result	100.7	93.8	104.1
Financial result	10.5	–5.0	–1.5
Net investment income	169.9	182.1	171.5
Non-technical result	–46.4	–38.1	–34.9
Cost ratio	15.7 %	13.8 %	14.4 %
Earnings before taxes	64.9	50.8	67.7

Life insurance
In € million

	2025	2024	2023
Premiums written	888.0	876.5	902.9
Insurance revenue	285.6	254.6	281.1
Release of the contractual service	96.2	80.2	88.8
Insurance service expenses	–183.5	–169.3	–228.2
Reinsurance service result	5.7	6.4	6.6
Insurance service result	107.9	91.7	59.5
Financial result	20.4	23.1	29.3
Net investment income	237.2	213.0	352.0
Non-technical result	–27.1	–26.4	–20.3
Cost ratio	47.0 %	50.6 %	41.5 %
Earnings before taxes	92.8	79.9	51.4

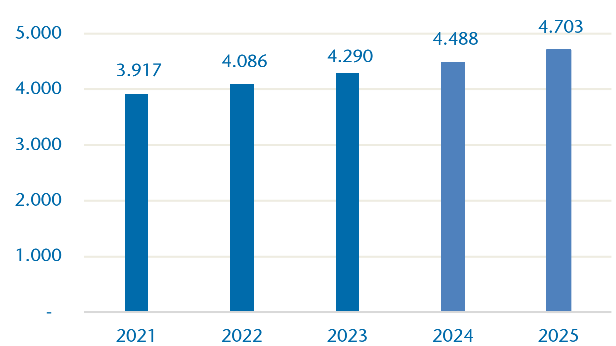
Changes in premiums

The premium volume written by UNIQA Austria increased in 2025 by 4.8 per cent to €4,702.9 million (2024: €4,488.3 million).

Premiums written in property and casualty insurance grew by 5.3 per cent in 2025 to €2,339.6 million (2024: €2,222.1 million). In health insurance, premiums written rose in the reporting period by 6.2 per cent to €1,475.3 million (2024: €1,389.6 million). In life insurance, premiums written rose by 1.3 per cent to €888.0 million (2024: €876.5 million).

Premiums written, including savings portions from unit-linked and index-linked life insurance - UNIQA Austria

In € million



Change in insurance revenue

Insurance revenue in the UNIQA Austria segment rose by 6.1 per cent in 2025 to €3,947.6 million (2024: €3,720.0 million).

The release of the contractual service margin rose slightly overall by 17.5 per cent to €242.7 million (2024: €206.6 million).

Insurance revenue in property and casualty insurance grew in 2025 by 4.8 per cent to €2,348.4 million (2024: €2,241.3 million).

In health insurance, insurance revenue rose in the reporting period by 7.3 per cent to €1,313.5 million (2024: €1,224.1 million). The release of the contractual service margin increased by 24.4 per cent to €131.0 million (2024: €105.3 million).

In life insurance, UNIQA Austria's insurance revenue rose in 2025 by 12.2 per cent to €285.6 million (2024: €254.6 million). The release of the contractual service margin increased by 20.0 per cent to €96.2 million (2024: €80.2 million).

Change in insurance service expenses

UNIQA Austria's insurance service expenses increased in 2025 by 6.2 per cent to €3,565.5 million (2024: €3,358.0 million).

Nevertheless, the cost ratio in the UNIQA Austria segment increased to 24.9 per cent (2024: 24.1 per cent). The administrative cost ratio in 2025 amounted to 13.3 per cent (2024: 13.5 per cent).

In property and casualty insurance, insurance service expenses increased by 5.4 per cent to €2,169.5 million (2024: €2,059.0 million). The cost ratio increased to 27.3 per cent (2024: 26.8 per cent). The combined ratio (gross before reinsurance) rose to 92.4 per cent (2024: 91.9 per cent) due to an increase in the burden of major claims.

In health insurance, insurance service expenses grew in 2025 by 7.3 per cent to €1,212.5 million (2024: €1,129.7 million). The cost ratio increased in this area to 15.7 per cent (2024: 13.8 per cent).

In life insurance, insurance service expenses rose by 8.4 per cent to €183.5 million (2024: €169.3 million). Nevertheless, the life insurance cost ratio in the UNIQA Austria segment fell to 47.0 per cent (2024: 50.6 per cent).

Reinsurance service result

The reinsurance service result in 2025 amounted to €–70.7 million (2024: €–68.7 million).

Insurance service result

The insurance service result in the UNIQA Austria segment rose in 2025to € 311.4 million (2024: € 293.3 million).

Financial result

The net investment income of UNIQA Austria rose in 2025 to € 587.8 million (2024: € 554.3 million). The financial result increased to € 197.2 million (2024: € 163.2 million).

Net investment income from unit-linked and index-linked life insurance in 2025 amounted to € 109.6 million (2024: € 186.0 million).

Non-technical result

The non-technical result in 2025 came to –129.3 million (2024: €–119.3 million). Other income fell to € 13.2 million (2024: € 19.5 million), while other expenses increased by 2.6 per cent to € 142.4 million (2024: € 138.8 million).

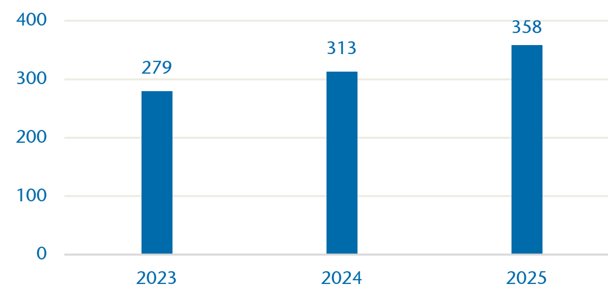
Earnings before taxes

The operating profit grew by 12.5 per cent to € 379.3 million (2024: € 337.1 million) due to the increase in the insurance service result and the higher financial result. Earnings before taxes in the UNIQA Austria segment rose by 14.5 per cent to € 358.4 million (2024: € 313.0 million).

In property and casualty insurance, earnings before taxes increased to € 200.7 million (2024: € 182.3 million); in health insurance, they increased by 27.7 per cent to € 64.9 million (2024: € 50.8 million). Finally, in life insurance, earnings before taxes rose to € 92.8 million (2024: € 79.9 million).

Earnings before taxes – UNIQA Austria

In € million



UNIQA International

- Premiums written (including the savings portions from unit-linked and index-linked life insurance) increased by 9.8 per cent to € 3,353.8 million
- Insurance service result increased significantly to € 293.1 million
- Combined ratio (gross) improved from 89.0 per cent to 85.9 per cent
- Financial result increased to € 83.4 million
- Earnings before taxes at € 246.4 million

UNIQA International key figures

In € million

	2025	2024	2023
Premiums written, including savings portions from unit-linked and index-linked life insurance	3,353.8	3,054.8	2,682.2
Cost ratio	38.1 %	37.8 %	37.6 %
Administrative expense ratio	14.9 %	15.5 %	15.5 %
Combined ratio (gross before reinsurance)	85.9 %	89.0 %	85.6 %
Combined ratio (net after reinsurance)	92.3 %	92.6 %	91.6 %
Earnings before taxes	246.4	214.4	229.8

Property and casualty insurance In € million	2025	2024	2023
Premiums written	2,408.4	2,189.2	1,907.9
Insurance revenue	2,313.5	2,099.2	1,843.3
Insurance service expenses	–1,987.5	–1,869.1	–1,577.0
Reinsurance service result	–148.4	–73.8	–112.4
Insurance service result	177.6	156.4	153.9
Financial result	48.2	47.2	37.7
Net investment income	79.3	83.1	63.5
Non-technical result	–83.1	–95.9	–53.0
Cost ratio	36.1 %	35.9 %	35.6 %
Combined ratio (gross before reinsurance)	85.9 %	89.0 %	85.6 %
Earnings before taxes	118.3	95.6	125.5

Health insurance In € million	2025	2024	2023
Premiums written	134.2	124.9	110.1
Insurance revenue	136.3	131.7	115.3
Release of the contractual service	0.3	0.6	0.5
Insurance service expenses	–121.5	–125.5	–96.6
Reinsurance service result	–1.0	–0.3	–0.8
Insurance service result	13.8	6.0	17.9
Financial result	–0.1	–0.1	–0.2
Net investment income	0.5	0.5	0.4
Non-technical result	–5.8	–5.2	–3.8
Cost ratio	34.8 %	38.3 %	36.3 %
Earnings before taxes	7.9	0.7	13.9

Life insurance In € million	2025	2024	2023
Premiums written	811.2	740.8	664.3
Insurance revenue	604.2	524.1	471.2
Release of the contractual service	129.4	117.6	103.4
Insurance service expenses	–495.9	–434.3	–364.1
Reinsurance service result	–6.5	–10.4	–9.2
Insurance service result	101.8	79.4	98.0
Financial result	35.3	31.3	27.0
Net investment income	49.1	49.1	43.8
Non-technical result	0.0	29.5	–12.9
Cost ratio	46.3 %	45.4 %	45.9 %
Earnings before taxes	120.2	118.1	90.4

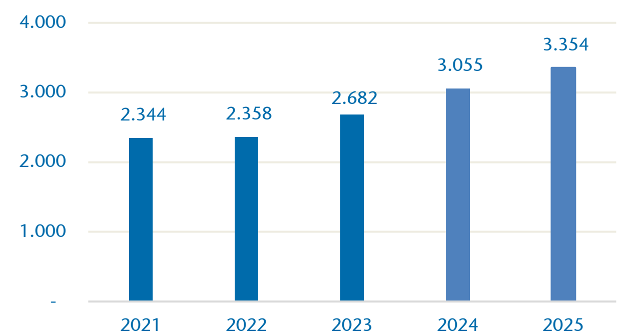
Changes in premiums

The premium volume written by UNIQA International increased in 2025 by 9.8 per cent to € 3,353.8 million (2024: € 3,054.8 million).

Premiums written in property and casualty insurance grew in 2025 by 10.0 per cent to € 2,408.4 million (2024: € 2,189.2 million). In health insurance, premiums written rose in the reporting period by 7.5 per cent to € 134.2 million (2024: € 124.9 million) and in life insurance by 9.5 per cent to € 811.2 million (2024: € 740.8 million).

Premiums written, including savings portions from unit-linked and index-linked life insurance – UNIQA International

In € million



Change in insurance revenue

Insurance revenue in the UNIQA International segment rose in 2025 by 10.9 per cent to € 3,054.0 million (2024: € 2,755.0 million).

The release of the contractual service margin rose by 5.7 per cent to € 137.6 million (2024: € 130.2 million).

Insurance revenue in property and casualty insurance grew in 2025 by 10.2 per cent to € 2,313.5 million (2024: € 2,099.2 million).

In health insurance, insurance revenue rose in the reporting period by 3.4 per cent to € 136.3 million (2024: € 131.7 million). The release of the contractual service margin decreased here to € 0.3 million (2024: € 0.6 million).

In life insurance, insurance revenue in the UNIQA International segment grew in 2025 by 15.3 per cent to € 604.2 million (2024: € 524.1 million). The release of the contractual service margin rose by 10.1 per cent to € 129.4 million (2024: € 117.6 million).

Change in insurance service expenses

Insurance service expenses in the UNIQA International segment increased in 2025 by 7.2 per cent to € 2,604.9 million (2024: € 2,428.9 million).

The cost ratio in the UNIQA International segment increased slightly to 38.1 per cent (2024: 37.8 per cent). The administrative cost ratio in 2025 fell to 14.9 per cent (2024: 15.5 per cent).

In property and casualty insurance, insurance service expenses increased by 6.3 per cent to € 1,987.5 million (2024: € 1,869.1 million). As a result, the cost ratio rose to 36.1 per cent (2024: 35.9 per cent). The combined ratio (gross before reinsurance) decreased to 85.9 per cent (2024: 89.0 per cent).

In health insurance, insurance service expenses fell in 2025 by 3.2 per cent to € 121.5 million (2024: € 125.5 million). The cost ratio decreased in this area to 34.8 per cent (2024: 38.3 per cent).

In life insurance, insurance service expenses rose by 14.2 per cent to € 495.9 million (2024: € 434.3 million). The cost ratio in life insurance was 46.3 per cent (2024: 45.4 per cent).

Reinsurance service result

The reinsurance service result in 2025 amounted to €–156.0 million (2024: €–84.4 million).

Insurance service result

The insurance service result in the UNIQA International segment increased in 2025 by 21.3 per cent to € 293.1 million (2024: € 241.7 million).

Financial result

The net investment income of UNIQA International fell in 2025 to € 129.0 million (2024: € 132.7 million). The financial result nevertheless increased to € 83.4 million (2024: € 78.4 million).

Net investment income from unit-linked and index-linked life insurance in 2025 amounted to € 100.1 million (2024: € 146.9 million).

Non-technical result

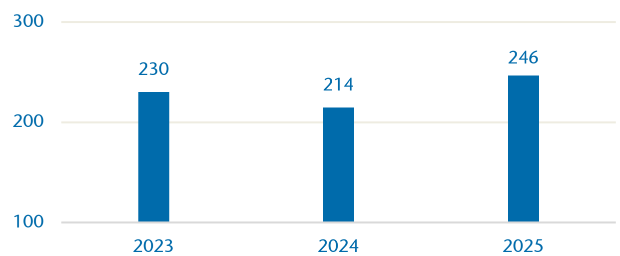
The non-technical result in 2025 amounted to €–88.9 million (2024: €–71.6 million). Other income increased by 6.7 per cent to € 171.0 million (2024: € 160.2 million), while other expenses rose by 12.1 per cent to € 259.9 million (2024: € 231.8 million).

Earnings before taxes

Operating profit rose in the UNIQA International segment by 15.7 per cent to € 287.7 million (2024: € 248.6 million). Earnings before taxes increased by 14.9 per cent to € 246.4 million (2024: € 214.4 million).

In property and casualty insurance, earnings before taxes increased by 23.7 per cent to € 118.3 million (2024: € 95.6 million); in health insurance, they rose to € 7.9 million (2024: € 0.7 million). Finally, in life insurance, earnings before taxes grew to € 120.2 million (2024: € 118.1 million).

Earnings before taxes - UNIQA International
In € million



In the Central Europe (CE) region – Czechia, Hungary, Poland and Slovakia – earnings before taxes increased in 2025 by 13.0 per cent to € 216.5 million (2024: € 191.6 million). In the Eastern Europe (EE) region – consisting of Romania and Ukraine – they fell to € 27.8 million (2024: € 34.4 million). In the Southeastern Europe (SEE) region – now comprising Bosnia and Herzegovina, Bulgaria, Croatia, Montenegro and Serbia – earnings before taxes decreased in 2025 to € 24.3 million (2024: € 26.1 million). The SIGAL Group, which was sold in the second quarter of 2025, is included here on a pro rata basis up to the date of sale. In the Western Europe (WE) region, earnings before taxes amounted to €1.7 million (2024: €–1.0 million).

Reinsurance

Reinsurance key figures
In € million

	2025	2024	2023
Insurance revenue	1,406.1	1,264.4	1,124.8
Insurance service expenses	–1,224.1	–1,234.9	–1,034.4
Reinsurance service result	–81.2	–7.8	–55.5
Insurance service result	100.9	21.8	34.9
Financial result	49.9	62.0	60.5
Net investment income	89.9	90.7	100.8
Non-technical result	–2.5	2.1	–0.7
Earnings before taxes	142.4	80.1	89.4

Change in insurance revenue

Insurance revenue from the reinsurance segment rose in 2025 by 11.2 per cent to €1,406.1 million (2024: €1,264.4 million).

Change in insurance service expenses

Insurance service expenses decreased in 2025 by 0.9 per cent to €1,224.1 million (2024: €1,234.9 million).

Reinsurance service result

The reinsurance service result fell in 2025 to €–81.2 million (2024: €–7.8 million).

Insurance service result

The insurance service result in the reinsurance segment rose significantly in 2025 to € 100.9 million (2024: € 21.8 million).

Financial result

Net investment income fell in 2025 to € 89.9 million (2024: € 90.7 million). The financial result also decreased to € 49.9 million (2024: € 62.0 million).

Non-technical result

The non-technical result in 2025 amounted to €–2.5 million (2024: € 2.1 million).

Earnings before taxes

Operating profit rose by 72.5 per cent to € 148.2 million (2024: € 85.9 million) due to the increase in the insurance service result. Earnings before taxes in the reinsurance segment improved to € 142.4 million (2024: € 80.1 million).

Group Functions

Group functions key figures

In € million

	2025	2024	2023
Financial result	342.8	548.6	472.6
Non-technical result	–106.3	–68.8	–50.8
Earnings before taxes	172.1	414.8	356.4

In the Group Functions segment, the financial result fell in 2025 by 37.5 per cent to € 342.8 million (2024: € 548.6 million).

The non-technical result in this segment amounted to €–106.3 million (2024: €–68.8 million).

As a result, earnings before taxes decreased in 2025 to € 172.1 million (2024: € 414.8 million).

Consolidation

Consolidation key figures

In € million

	2025	2024	2023
Insurance service result	5.4	3.7	–12.6
Financial result	–463.9	–642.0	–588.9
Net investment income	–350.7	–576.5	–734.5
Non-technical result	1.1	3.1	15.7
Earnings before taxes	–402.9	–580.4	–528.6

In the Consolidation segment, the insurance service result in 2025 amounted to € 5.4 million (2024: € 3.7 million).

The financial result in 2025 was €–463.9 million (2024: €–642.0 million). Net investment income amounted to €–350.7 million (2024: €–576.5 million).

The non-technical result was positive at € 1.1 million (2024: € 3.1 million).

Earnings before taxes in the Consolidation segment amounted to €–402.9 million (2024: €–580.4 million).

Events after the reporting date

No material reportable events occurred after the reporting date.

Outlook

Economic development

The macroeconomic outlook for 2026 is characterised by increased uncertainty. A cautious assessment currently prevails for the global economy as well as for the USA and Europe. This is due less to cyclical factors than to political and structural risks. These include the continuing unresolved development of global trade relations – particularly between the USA and China – geopolitical conflicts and the monetary and fiscal policy conditions in the major economies.

The extent to which existing and potential new trade tariffs will actually drive up prices is still a key issue. It also remains to be seen whether geopolitical conflicts, above all the war in Ukraine, can be resolved in the medium term and thus generate positive economic impetus. In addition, the markets are increasingly focusing on inflation and the trend in the labour market in the USA and their impact on the Federal Reserve's interest rate policy. Added to this is the uncertainty as to whether the current investment boom in the field of artificial intelligence is sustainable in the long term or reflects at least temporarily exaggerated expectations.

The OECD and the IMF expect moderate global growth in 2026. Both organisations are forecasting growth of around 3 per cent. Growth of between 1.5 per cent and 2 per cent is expected for the USA, while the eurozone will remain well below this at around 1 per cent to 1.2 per cent. Overall, this indicates an environment that is neither recessive nor dynamically expansive.

In terms of inflation, the situation should continue to ease. The strong inflationary pressures of recent years are subsiding, with no signs of deflationary risks. At the same time, the labour market is likely to cool slightly. Although a significant increase in unemployment is not expected, neither is a renewed upturn in new recruitment.

In Europe, consumer spending is showing a more constructive picture for the first time in a long while. The marked decline in inflation and the ECB's interest rate cuts in 2025 are bolstering real purchasing power. The European Central Bank is expected to take a largely wait-and-see approach in 2026, with no major monetary policy stimulus currently foreseeable.

In structural terms, however, Europe's growth potential remains limited. In addition to demographic headwinds, weak productivity trends are the main factor dampening long-term growth. Since the pandemic, productivity has stagnated in large parts of the eurozone, particularly in the major core countries. Positive exceptions such as Spain show that reforms and investments can certainly have an impact. The necessary industrial reorganisation and maintaining technological competitiveness vis-à-vis the USA and China remain key challenges.

The picture is more favourable for Central and Eastern Europe. Underpinned by EU funding programmes and investments, growth of over 3 per cent is expected for countries such as Poland, while Hungary and Czechia are likely to achieve solid growth of 2 per cent.

Business outlook

For the 2026 financial year, our focus remains clearly on further strengthening our core underwriting business. In Austria, we are concentrating in particular on a sustainable increase in profitability and efficiency as well as the expansion of our health insurance business. In our CEE markets, the emphasis is on accelerated, profitable growth, and we therefore expect premium growth to outstrip GDP in 2026 as well. The overriding goal remains to position UNIQA as a diversified and attractive dividend-paying share with sustainable growth in premiums, earnings and dividends.

The geopolitical environment remains unstable, and weather-related damage exhibits a rising trend, meaning that any forecast concerning future business development is subject to uncertainty. Barring any extraordinary negative effects from natural disasters or capital market distortions, UNIQA expects earnings before taxes of between € 540 million and € 570 million for the 2026 financial year.

With a target payout ratio of 50 to 60 per cent, we continue to strive for progressive and attractive profit-sharing for our shareholders.

Information pursuant to Section 243a(1) of the Austrian Commercial Code

- The share capital of UNIQA Insurance Group AG amounts to € 309,000,000 and consists of 309,000,000 no-par-value bearer shares, which each carry equal interest in the company's share capital. € 285,356,365 of the share capital was fully paid in cash and € 23,643,635 was paid in non-cash contributions. All shares confer the same rights and obligations.
- The shares held by UNIQA Versicherungsverein Privatstiftung, Austria Versicherungsverein Beteiligungs-Verwaltungs GmbH, Collegialität Versicherungsverein Privatstiftung and RZB Versicherungsbeteiligung GmbH are linked in terms of voting rights. Reciprocal purchase option rights have been agreed among these shareholders.
- Raiffeisen Bank International AG holds indirectly, via RZB – BLS Holding GmbH and RZB Versicherungsbeteiligung GmbH, a total of about 10.87 per cent (allocated in accordance with the Austrian Stock Exchange Act) of the company's share capital; UNIQA Versicherungsverein Privatstiftung holds directly and indirectly through Austria Versicherungsverein Beteiligungs-Verwaltungs GmbH a total of about 49.00 per cent (allocated in accordance with the Austrian Stock Exchange Act) of the company's share capital.
- No shares with special control rights have been issued.
- The employees who have share capital exercise their voting rights directly.
- There are no provisions of the Articles of Association or other provisions that go beyond the statutory provisions for appointing Management Board and Supervisory Board members or for modifying the Articles of Association, with the exception of the rule that, when a Supervisory Board member turns 70 years of age, they retire from the Supervisory Board as of the end of the next Annual General Meeting.
- The Management Board is authorised to increase the company's share capital up to and including 30 June 2029 with the approval of the Supervisory Board by a total of no more than € 80,000,000 by issuing up to 80,000,000 no-par-value bearer or registered shares conferring voting rights in exchange for payment in cash or in kind, one time or several times. The Management Board is further authorised until 6 June 2028 to buy back up to 30,900,000 treasury shares (together with other treasury shares that the company has already acquired and still possesses) through the company and/or through subsidiaries of the company (Section 66 of the Stock Corporation Act). The company held 2,034,739 treasury shares as at 31 December 2025. 1,215,089 treasury shares are held through UNIQA Österreich Versicherungen AG. This share portfolio resulted from the merger in 2016 of BL Syndikat Beteiligungs Gesellschaft m.b.H. as the transferring company, with UNIQA Insurance Group AG as the acquiring company (payment of portfolio in UNIQA shares to shareholders of BL Syndikat Beteiligungs Gesellschaft m.b.H.). This share portfolio is not to be included in the highest number of treasury shares.
- Corresponding agreements with other shareholders of STRABAG SE are in place concerning the holding in this company.
- No reimbursement agreements exist for the event of a public takeover offer.

Disclosures required under Section 243a(2) of the Austrian Commercial Code

The internal control and risk management system at UNIQA Insurance Group AG is comprised of transparent systems that encompass all company activities and include a systematic and permanent approach, based on a defined risk strategy, with the following elements: identification, analysis, measurement, management, documentation and communication of risks and monitoring of these activities. The scope and orientation of these systems were designed on the basis of company-specific requirements. Despite creating appropriate frameworks, there is always a certain residual risk because even appropriate and functional systems cannot guarantee absolute security with regard to the identification and management of risks.

Objectives:

- Identification and measurement of risks that could obstruct the goal of producing (consolidated) financial statements that comply with regulations
- To limit recognised risks, for example by consulting with external specialists
- Review of external risks with regard to their influence on the consolidated financial statements and the corresponding reporting of these risks

The aim of the internal control system in the accounting process is to guarantee sufficient security by means of implementing controls so that, despite identified risks, proper financial statements are prepared. Along with the risks described in the Risk Report, the risk management system also analyses additional risks within internal business processes, compliance, internal reporting, etc.

Organisational structure and control environment

The company's accounting process is incorporated into the UNIQA Group accounting process. In addition to the SAP S/4HANA accounting system, a harmonised insurance-specific IT system is also used for the company's purposes. Compliance guidelines and manuals for company organisation, accounting and consolidation exist for the purpose of guaranteeing secure processes.

Identification and control of risks

An inventory and appropriate control measures were conducted to identify existing risks. The type of controls was defined in the guidelines and instructions and coordinated with the existing authorisation concept.

The controls include both manual coordination and comparison routines, as well as the approval of system configurations for connected IT systems. New risks and control weaknesses in the accounting process are quickly reported to management so that it can undertake corrective measures. The procedure for the identification and control of risks is evaluated on a regular basis by an external independent auditor.

Information and communication

Deviations from expected results and evaluations are monitored by means of monthly reports and key figures, and they form the foundation of information provided to management on an ongoing basis. The management review that is based on this information, and the approval of the processed data, form the foundation of further treatment in the company's financial statements.

Measures to ensure effectiveness

Rather than being made up of static systems, the internal control and risk management system is adjusted on an ongoing basis to changing requirements and general conditions. In order to identify necessary changes, the effectiveness of all systems must be constantly monitored. The foundations for this are:

- Regular self-evaluations by the persons tasked with controls
- Evaluations of key data to validate transaction results in relation to indications that suggest control deficiencies
- Random tests of effectiveness by the Internal Audit department and comprehensive efficacy tests by the Internal Audit department and/or special teams

Reporting to the Supervisory Board/Audit Committee

In the context of compliance and internal control and risk management systems, the Management Board reports regularly to the Supervisory Board and the Audit Committee by means of Internal Audit department reports and the separate engagement of external auditors.

Proposed appropriation of profit

The separate financial statements of UNIQA Insurance Group AG prepared in accordance with the Austrian Commercial Code (UGB) and the Insurance Supervision Act (VAG) show a net profit of € 223,926,594.53 for the 2025 financial year (2024: € 188,144,477.23). The Management Board will propose to the Annual General Meeting on 9 June 2026 that this profit be used for the distribution of a dividend of € 0.72 for each of the 309,000,000 entitled no-par-value bearer shares issued as of the reporting date and to carry the remaining amount forward to new account.

Consolidated Non-Financial Report

ABOUT THIS REPORT

This report was prepared in accordance with the Austrian Sustainability and Diversity Improvement Act (NaDiVeG, EU Directive 2014/95/EU) and covers the sustainability concerns that also reflect the material sustainability topics of UNIQA.

As at 31 December 2025, in accordance with Section 908 (2b) UGB, UNIQA applies Section 267a of the Austrian Commercial Code (UGB) in the version in force prior to the Sustainability Reporting Act (NaBeG, Federal Law Gazette I No. 6/2026) and includes a consolidated non-financial report in the Group Management Report as at the 31 December 2025 reporting date.

Section 267a UGB in the version in force prior to the Sustainability Reporting Act (NaBeG, Federal Law Gazette I No. 6/2026) sets forth a series of topics which the consolidated non-financial report in accordance with the UGB is required to address – irrespective of the reporting standard applied – to the extent needed to understand the impact of the undertaking's activities. The topics in question are presented in this report, mainly in sections E1 and E4 (Environmental matters), S1 and S2 (Labour and social matters), S1, S2 and S4 (Respect for human rights) and G1 (Prevention of corruption and bribery).

SUSTAINABILITY STATEMENT

The following consolidated sustainability reporting was prepared in accordance with Art. 29a of Directive 2013/34/EU (Accounting Directive) and thus in accordance with the ESRS and Regulation 2020/852 (EU Taxonomy Regulation).

1. General information

1.1 GENERAL BASIS FOR PREPARATION OF SUSTAINABILITY STATEMENTS (BP-1)

The sustainability statement for 2025 was prepared on a consolidated basis and comprises all fully consolidated Group companies of UNIQA Insurance Group AG. The scope of consolidation is therefore the same as for the consolidated financial statements.

When assessing the materiality of and management of impacts, risks and opportunities, UNIQA examines its own business operations as well as the entire upstream and downstream value chain. Issues identified in the upstream value chain primarily pertain to suppliers for UNIQA's operations. The most important aspects related to sustainability topics in the downstream value chain concern UNIQA's investment portfolio (own investments and investments of third-party funds) and those of its insurance customers.

UNIQA has not made use of the option granted in ESRS 1 paragraph 7.7 to omit certain information on intellectual property, know-how or results of innovation.

1.2 DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES (BP-2)

1.2.1 Time horizons

The time horizons used in UNIQA's sustainability reporting are equal to the ones set forth in ESRS 1 paragraph 6.4:

- Short-term time horizon: up to one year
- Medium-term time horizon: from the end of the short-term reporting period up to five years
- Long-term time horizon: more than five years

1.2.2 Value chain estimates, sources of estimation and outcome uncertainty

The sustainability impacts, risks and opportunities of UNIQA are largely linked to activities along the value chain rather than direct business activities. This reflects the special characteristics of the business model.

As a result, the ability to drive positive change, reduce risk and seize opportunities essentially hinges on how effectively UNIQA is able to advocate for and influence sustainable practices beyond its own processes.

Value chain estimates are often used to measure sustainability performance because the availability of accurate information may vary depending on the contractual conditions and degree of influence. Where there is a lack of direct data, available data are supplemented by indirect sources such as industry benchmarks or other approximations. This approach ensures that UNIQA bases the corresponding estimates on sound and contextualised methodologies.

All estimates are subject to strict criteria regarding accuracy, relevance and consistency to ensure conclusive and reliable results. For the sake of transparency, details on the metrics for which estimates are used, including their scope, underlying assumptions and potential uncertainties, are disclosed in the respective topical standards:

- Climate change (E1):
  - Science Based Targets initiative (SBTi) targets & target progress
- Climate change in investment:
  - Science Based Targets initiative (SBTi) targets & target progress
  - Weighted average carbon intensity (WACI)
  - Carbon footprint
  - Financed emissions from investments in companies
  - Financed emissions from investments in government bonds

- Climate change in the corporate business:
  - Insurance-associated GHG emissions (corporate customers)
- Climate change in the retail business:
  - Insurance-associated GHG emissions (retail customer motor vehicle business)
- Climate change in real estate and operational ecology:
  - Science Based Targets initiative (SBTi) targets & target progress
  - GHG emissions from leased assets
  - Energy consumption and GHG emissions from owner-occupied properties
  - GHG emissions from vehicles used for company purposes

1.2.3 Changes in the preparation or presentation of sustainability information

In the financial year, there were changes in the preparation or presentation of certain sustainability information compared with the previous year. Details on the metrics changed, including the reasons for the changes, are disclosed in the corresponding topical standards:

- Climate change (E1):
  - Share of Scope 3 GHG emissions calculated on the basis of primary data
  - Biogenic GHG emissions
  - GHG emissions according to E1-6
  - GHG intensity per net revenue
- Climate change in investment:
  - Financed emissions from investments in companies
  - Financed emissions from investments in government bonds
- Climate change in the corporate business:
  - Metrics for business with customers that are active in the fossil fuel or renewable energy sectors
  - Insurance-associated GHG emissions (corporate customers)
- Climate change in real estate and operational ecology:
  - Energy consumption and GHG emissions from real estate
- The UNIQA workforce (S1):
  - Adjusted gender pay gap

1.2.4 Reporting errors in previous reporting periods

During the preparation of the reporting, errors were identified in certain figures from the previous year. These have since been corrected. Details are disclosed in the respective topical standards:

- Climate change (E1):
  - Biogenic GHG emissions
  - GHG emissions according to E1-6
  - GHG intensity per net revenue
- Climate change in investment:
  - Direct investment volumes in companies that generate >30 per cent of their revenue from activities in the oil sector (production, processing, power and heat generation)
- Climate change in real estate and operational ecology:
  - Science Based Targets initiative (SBTi) targets & target progress
  - Energy consumption and GHG emissions from real estate

1.3 THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES (GOV-1) AND INFORMATION PROVIDED TO AND SUSTAINABILITY MATTERS ADDRESSED BY THE UNDERTAKING'S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES (GOV-2)

UNIQA is governed by the Management Board; the Supervisory Board and its committees are responsible for overseeing the management of the company.

Male and female members of the Management Board and Supervisory Board	Executive members (Management Board)		Non-executive members (Supervisory Board)	
	2025	2024	2025	2024
Number of members as of 31/12	**7**	**7**	**15**	**15**
of which male members (%) according to annual average	85.7 %	87.5 %	60.0 %	62.8 %
of which female members (%) according to annual average	14.3 %	12.5 %	40.0 %	37.2 %
Average female to male ratio	0.17	0.14	0.67	0.59

The Supervisory Board is comprised of ten shareholder representatives and five employee representatives. All members of the Supervisory Board elected during the Annual General Meeting have declared their independence under Rule 53 of the Austrian Code of Corporate Governance (ÖCGK). Both Anna Maria D'Hulster and Jutta Kath additionally meet the criteria under Rule 54 of the Austrian Code of Corporate Governance, as they are neither shareholders with a stake of more than 10 per cent nor do they represent the interests of such shareholders.

In one of its guidelines, UNIQA has set the requirements for the professional qualification ("Fit") and personal reliability ("Proper") of the individuals in charge of managing the company or who hold other key functions. The aim of these requirements is to ensure that these individuals remain professionally qualified and personally reliable on the basis of a rules-based procedure. The principle of collective professional qualifications applies in this regard. Both the Management Board and the Supervisory Board have many years of experience in the international insurance business as well as in the banking and information technology sectors.

Group ESG Committee

Impacts, risks and opportunities are monitored on an ongoing basis by the Group ESG Committee, which is made up of two members of the Management Board and the heads of Asset Management, Corporate Business, Retail Business, Legal & Compliance and the Group ESG Office. The Group ESG Committee meets twice a year and is responsible for the integration of ESG matters into UNIQA's core business. Its most important tasks include the following:

- Strategic definition and continuous development of Group-wide ESG ambitions
- Ongoing monitoring of stakeholders' awareness of environmental and social impacts along with setting the topics to be addressed as focal points in communications with stakeholders
- Adoption of the materiality assessment and discussion of material impacts, risks and opportunities
- ESG target setting and KPI monitoring with regard to material impacts, risks and opportunities
- Supervision of the Group-wide climate strategy and environmental management along with material impacts, risks and opportunities

The Group ESG Committee reported to the Management Board on impacts, risks and opportunities on a quarterly basis during the financial year. In the financial year, the Group ESG Committee focused on the impacts, risks and opportunities related to climate change mitigation and adaptation with regard to underwriting, investments and own operations, as well as on biodiversity. The materiality assessment was also discussed, and the resulting material impacts, risks and opportunities were presented and decided upon. Updates from all core areas of the sustainability strategy are also covered.

Group ESG Office
The Group ESG Office is responsible for coordinating sustainability agendas across the Group and reports to the member of the Management Board responsible for Sustainability, who also chairs the Group ESG Committee. The Management Board receives quarterly reports from the Group ESG Office with updates on impacts, risks and opportunities as well as the progress on the sustainability strategy.

Group Finance and local ESG coordinators
Group Finance prepares the notes to the consolidated financial statements along with the Group Management Report and ensures that non-financial disclosures are consistent with the financial disclosures. Group Finance reports to the member of the Management Board responsible for Finance and Risk Management.

ESG experts tasked with the operational and specialist development and implementation of content and measures have been appointed at the Group companies. In the international Group companies, strategic ESG coordinators have been integrated into the local organisational structure and governance in all countries and regions in which the UNIQA Group operates.

Management Board and Supervisory Board
The Management Board receives quarterly reports from the Group ESG Office with updates on the progress of the sustainability strategy, the status of ongoing projects and the climate strategy to ensure effective monitoring and oversight. The Management Board also reports to the Supervisory Board on a quarterly basis on progress with respect to material impacts, risks and opportunities and corresponding targets. The Management Board currently does not take any systematic analyses or assessments of impacts, risks and opportunities (IROs) into consideration when reviewing and making decisions on material transactions. The Supervisory Board defines the sustainability strategy to be pursued each year and reviews the sustainability reporting in the advisory body of the Audit Committee.

The Management Board has relevant expertise on the climate and sustainability. One member of the Management Board has completed post-graduate studies on the topic of environmental management. The Supervisory Board attends training sessions each year to adapt to the ongoing changes in relation to sustainability. The training sessions cover current topics related to risk management and the regulatory environment, with particular attention paid to impacts, risks and opportunities specific to UNIQA. In the financial year, the Supervisory Board also received training on specific sustainability topics. Training focused on the climate transition plan, the EU Taxonomy and biodiversity.

During the financial year, the Management Board and Supervisory Board focused on the following ESG topics: CSRD reporting and materiality assessment, regulatory requirements, ESG ratings, biodiversity, ESG customer strategy and employee engagement.

Target setting and monitoring
With the support of the Group ESG Office, the specialist departments set targets with respect to material impacts, risks and opportunities. The targets are subject to approval by the member of the Management Board responsible for the department in question, by the Group ESG Committee and, if necessary, by the Management Board. The Group ESG Office grants technical approval and ensures the targets are aligned with Group targets. Progress on target achievement is analysed and interpreted by the specialist departments with the supervision of the Group ESG Office and reported to the Group ESG Committee and the Management Board.

1.4 INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES (GOV-3)

The percentage of remuneration granted to members of the Management Board associated with climate-related considerations was 10.2 per cent in 2025 (2024: 18.1 per cent).

No performance-related remuneration components are included in the remuneration granted to members of the Supervisory Board.

The share of short-term variable remuneration in annual fixed income is 65 per cent (2024: 65 per cent). A certain percentage of the variable remuneration granted by UNIQA is linked to the achievement of sustainability-related targets. The goals and the targets set depend on the nature of the programme (short-term or long-term variable remuneration component) as well as on the target group and are outlined in the table below. The short-term targets (STI) always cover a one-year period, while the long-term targets (LTI) cover a four-year period:

Programme	Short-term variable remuneration (STI) – ESG-relevant functions	Short-term variable remuneration (STI)	Short-term variable remuneration (STI)	Long-term variable remuneration (LTI)
Target group	**CEO, CFRO, member of the Management Board responsible for ESG**	**Members of the Management Board excl. CEO, CFRO and the member of the Management Board responsible for ESG**	**Other executives (members of the management boards of international insurance companies and executives with an STI agreement in Austria)**	**All Management Board members**
Target	**Reducing the weighted average carbon intensity of the investment portfolio (WACI)**	**Reducing the weighted average carbon intensity of the investment portfolio (WACI)**	**Reducing the weighted average carbon intensity of the investment portfolio (WACI)**	**Reducing the carbon footprint of the investment portfolio**
Share of annual target bonus	5%	5%	5%	10%
Share of individual target bonus	10%	0%	n/a	n/a
Target	**Narrowing the adjusted gender pay gap**	**Narrowing the adjusted gender pay gap**	**Narrowing the adjusted gender pay gap**	**Increasing the proportion of women in top management positions**
Share of annual target bonus	5%	5%	5%	10%
Share of individual target bonus	0%	0%	n/a	n/a
Target	**Increasing customer satisfaction (harmonized C-SAT)**	**Increasing customer satisfaction (harmonized C-SAT)**	**Increasing customer satisfaction (harmonized C-SAT)**	
Share of annual target bonus	10%	10%	10%	
Share of individual target bonus	0%	10%	n/a	

Pursuant to Section 78b (1) of the Austrian Stock Corporation Act, the Remuneration Policy for the Management Board is drawn up by the Supervisory Board, reviewed on an annual basis and submitted to a vote at the Annual General Meeting every four years or in the event of a material change. The current remuneration policy was drawn up by the Supervisory Board on 10 April 2024 and approved at the Annual General Meeting held on 3 June 2024.

The remuneration of other managers is governed by the Remuneration Policy. The Remuneration Policy for UNIQA is subject to approval by the Group Remuneration Committee.

1.5 STATEMENT ON DUE DILIGENCE (GOV-4)

The core elements of due diligence are outlined in the following sections:

Core elements of due diligence

	Section in the report
a) embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model
b) engaging with affected stakeholders in all core elements of due diligence	ESRS GOV-2 Information provided to, and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies ESRS 2 SBM-2: Interests and views of stakeholders ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities ESRS E1-2: Policies related to climate change mitigation and adaptation ESRS S1-2: Processes for engaging with own workforce and workers' representatives about impacts ESRS S1-1: Policies related to own workforce ESRS S4-1: Policies related to consumers and end-users ESRS S4-2: Processes for engaging with consumers and end-users about impacts ESRS G1-1: Business conduct policies and corporate culture ESRS G1-2: Management of relationships with suppliers
c) identifying and assessing adverse impacts	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities
d) measures to address these adverse impacts	The respective sections on "Impact, risk and opportunity management"
e) tracking the effectiveness of these efforts and communicating	The respective section on "Metrics & targets"

1.6 RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING (GOV-5)

The completeness and correctness as well as the consistency of the data and disclosures included in the sustainability reporting were identified as key issues for internal control purposes. A CSRD Reporting Manual and standardised templates for the collection of quantitative data ensure that definitions and methods for sourcing reporting information are consistent across the Group. Plausibility and completeness checks have been established at the level of the Group companies as well as at the Group level to verify the quantitative disclosures. Standardised checklists are used to check that the report complies with ESRS disclosure requirements. These checklists are used by the Group ESG Office and Group Finance as part of their joint supervision of the report.

The risk heat map, which also incorporates risks related to the sustainability reporting, is reported on a quarterly basis to the member of the Management Board responsible for Finance and Risk Management, the Risk Committee and the Supervisory Board. The associated reporting identifies, assesses and visualises material sustainability risks to allow their potential impacts to be presented with transparency. The heat map considers regulatory risks as well as operational, strategic and reputation-related risks that may arise from sustainability reporting. This systematic overview facilitates informed decision-making at the top management level and ensures that appropriate risk mitigation measures can be initiated in a timely manner.

1.7 STRATEGY, BUSINESS MODEL AND VALUE CHAIN (SBM-1)

UNIQA offers insurance products for property and casualty insurance, health insurance and life insurance along with other services in Austria and in Central and Eastern Europe. Customers include both retail and corporate customers, which receive support across all sales channels from salaried field staff, general agencies, brokers, bank sales and direct sales. Alongside Austria, UNIQA's main markets are Poland, Czechia and Slovakia.

In addition to the insurance business, UNIQA is an active player in the Austrian healthcare market with the MavieMed Group, which provides inpatient and outpatient care for customers.

The breakdown of the number of employees by country in which UNIQA operates is as follows:

	Number of employees	
	2025	2024
Austria	7,070	7,228
Central Europe (CE) Poland, Slovakia, Czechia and Hungary	5,419	5,325
Southeastern Europe (SEE) Bosnia and Herzegovina, Bulgaria, Croatia, Montenegro and Serbia[1]	1,766	2,248
Eastern Europe (EE) Romania and Ukraine	1,518	1,500
Other countries (Germany, Liechtenstein, Switzerland)	93	93
Total	**15,866**	**16,394**

1) In 2024, employees of the companies in Albania, Kosovo and North Macedonia sold in 2025 are also included.

The sustainability strategy is based on five key pillars. The policies, action plans and targets derived from this strategy are described in more detail in the individual topical standards:

Investment policy based on ESG criteria

Investments constitute an integral part of the activities of UNIQA. The assessment of environmental and social impacts on the assets of UNIQA on an ongoing basis ("outside-in") as well as the assessment of the ecological and social impact of the UNIQA investments ("inside-out") are incorporated into the structure and management of the UNIQA portfolio. The latter point also includes indirect carbon emissions calculated on the basis of transparent and standardised data and corresponding databases. UNIQA is a member of prestigious networks such as the Principles for Responsible Investments (PRI) led by the UNEP Finance Initiative and the UN Global Compact, the Net-Zero Asset Owner Alliance (NZAOA), the Partnership for Carbon Accounting Financials (PCAF) and Climate Action 100+, which support the company's commitment to greater sustainability in investment. The climate targets for the investment portfolio are based on the 1.5°C limit pathway agreed at the Paris Climate Conference and have been successfully validated as interim climate targets by the Science Based Targets initiative (SBTi).

Product policy aligned with ESG criteria featuring sustainable additional benefits

Environmental and social impacts are being integrated into the advisory approach at an increasing rate to improve both risk prevention and risk mitigation. Inclusion of these impacts has also necessitated certain product updates. One aim in this regard is to offer additional investment opportunities in the life insurance business, with a particular focus on sustainability-orientated products in relation to unit-linked insurance products. Another goal is to gradually expand the range of health and property insurance products to promote a sustainable lifestyle and sustainable corporate governance on a broad basis. Here, supplementary product modules as well as higher-quality advisory will contribute to resource efficiency and help to lower emissions. In relation to the insurance business, UNIQA is also a signatory of the Principles for Sustainable Insurance (PSI), an initiative launched by the United Nations Environment Programme Finance Initiative (UNEP FI).

Focus on sustainable operational management

UNIQA's sustainability efforts aim to inspire its customers to act in a more environmentally friendly and socially responsible way. Attention is paid to the application of international certifications and standards in all of the company's activities, including in its dealings with suppliers. UNIQA aims to act as a role model, particularly with regard to climate targets, and to consistently implement its commitment to reduce carbon emissions in its own operations on an ongoing basis. The climate targets for UNIQA's own operations are based on the 1.5°C limit set out in the Paris Agreement. The interim targets for 2030 have been validated by the SBTi.

Transparent reporting and ongoing independent ratings

UNIQA provides comprehensive, timely and transparent information on its targets and progress on their implementation. Alongside existing reporting processes, this also takes place on the basis of guidelines that arise from the company's membership of ESG networks and its support for various initiatives. In addition to improving transparency with regard to reporting, dialogue with ESG rating agencies is actively sought. UNIQA strives to continuously improve its ESG ratings through additional ESG disclosures.

Committed stakeholder management for greater social and environmental responsibility

UNIQA's management approach includes maintaining ongoing dialogue with all key stakeholders and their representatives. The key partners in the stakeholder dialogue are as follows:

- Customers and their interest groups
- Representatives of the general public
- Employees
- Investors
- Companies in which UNIQA invests
- Sales partners

In addition to the five key pillars, the employees and the corporate culture form the foundation of the UNIQA strategy. The company's employees are pivotal to value creation and ensure smooth running of the business. By investing in their development, promoting diversity and introducing new working models, the company undertakes not only to improve the capability and performance of its employees, but also to contribute to a more sustainable and equitable future. One of the focuses set by UNIQA in its strategy is interactions with its own workforce. ESG-orientated governance provides the framework for this.

The core business of UNIQA involves assuming the risks of retail and corporate customers and minimising them through effective risk pooling, pursuing the most profitable investments and distributing profit shares to investors. UNIQA's main value creation lies in the development of insurance products, investments and providing related advice to customers. In addition to the above primary activities, the value chain within the scope of UNIQA's business activities also involves supporting activities. Related activities pertain to corporate governance, risk management, corporate infrastructure and facility management (operations), human resources (people), finance and accounting, procurement, marketing and IT services in particular. The key elements of the upstream value chain are the suppliers, in particular the asset management partners, as well as the creditors and shareholders. The downstream value chain consists of the sales partners, customers and companies in which UNIQA invests.

1.8 INTERESTS AND VIEWS OF STAKEHOLDERS (SBM-2)

According to the sustainability strategy, UNIQA's key stakeholders are its employees, customers, investors, companies in which UNIQA invests and the general public. Nature is categorised as a silent stakeholder.

The approach to stakeholder engagement underscores UNIQA's commitment to actively listening to and engaging with stakeholders. Their viewpoints, concerns and expectations are taken into account in an ongoing dialogue across a wide variety of platforms in order to promote sustainable development overall.

The insights gained from this continuous interaction are reflected in the respective specialist departments, as well as in the Group ESG Office and the Group ESG Committee, and are incorporated into the sustainability strategy, sustainability activities, sustainability reporting, the double materiality assessment as well as projects and (due diligence) processes.

Stakeholder perception of material sustainability topics aligns with the UNIQA Group's priorities and the information presented in this report. Material concerns highlighted by stakeholders pertain to topics that are already incorporated into UNIQA's strategic alignment and accounted for in internal considerations.

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Interactions with various stakeholder groups take place through the following platforms:

Stakeholder groups	Dialog format	Potential impacts on UNIQA
Employees/Works Council/ Management Board	- Employee appraisals - Surveys and grievance mechanisms - Intranet and email - Networking and dialogue - Career fairs - Voluntary engagement programmes	- Updates to internal strategies/guidelines - Improvement and action plans - Management announcements - Adaptation of material topics
Customers Retail customers Corporate customers	- Face-to-face and digital customer service - Feedback on social media channels - Customer satisfaction surveys - Customer and market analyses - Complaints management	- Improvements to products/services - Updates to marketing strategies
Investors Small-scale and private investors Institutional investors Key shareholders	- Face-to-face and digital exchange of information - Annual General Meeting - Participation in conferences - Ratings and benchmarks	- Development of plans to improve ESG rating - Updates to internal and external communication on sustainability practices
Companies in which UNIQA invests	- Engagement and monitoring calls - Capital market days and conferences - Ratings	- Alignment of the business model and strategy - Value creation and risk mitigation through compliance - Adaptation of material topics
Sales partners	- Training and education	- Improvements to products/services - Updates to marketing strategies
The general public Legislative authorities, regulators The Federal Government, ministries Industry associations Advocacy groups NGOs Rating agencies The media Suppliers	- Press conferences and interviews - Dialogue platforms - Memberships - Online and social media channels and platforms - Industry events - Supplier meetings	- Alignment of the business model and strategy - Value creation and risk mitigation through compliance - Adaptation of material topics
Nature	Incorporation of studies and ratings into the materiality assessment	Identification of IROs and determination of ratings or exclusion criteria for investments or underwriting

The outcomes of the ongoing stakeholder dialogue led to strategy revisions in the financial year. One of these revisions involved the addition of biodiversity as a material topic in the financial year. This decision also took into account feedback from stakeholders on addressing this topic for investments.

The results of the involvement of stakeholders in the materiality assessment were presented to the Management Board and discussed as part of a standard report prepared by the Group ESG Office. Relevant interactions with stakeholders are reported to the Group ESG Committee and the Supervisory Board on an ad hoc basis.

1.9 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL (SBM-3)

The double materiality assessment is conducted annually and identifies the topics through which UNIQA has material impacts on people, society or the environment as well as those that may result in financial risks and opportunities for the company at present or in the future. In the absence of a sector standard for insurance, insurance-specific IROs and relevant information, such as insurance-associated emissions, have been integrated into the respective topic-specific chapters.

Topics and sub-topics	Where in the value chain?	Material (potential) impacts	Material risks or opportunities
E1 - Climate change			
Climate change adaptation	Own operations		The rising number of natural catastrophic events caused by climate change could lead to considerable insurance claims in individual business lines. Even the own properties and vehicle fleet are affected by the growing frequency of extreme weather events and increased regulatory requirements. This impacts negatively on the assets, liabilities, financial position and profit or loss. There are also opportunities in the real estate sector to increase the fair value of properties.
Climate change adaptation	Downstream value chain	By offering certain product features and consulting services, UNIQA helps customers reduce their exposure to the effects of climate change.	Climate change harbours physical and transition risks that can lead to the impairment of assets and reputational risks that negatively impact the financial results. Climate change adaptation has opened up new lines of business. UNIQA is developing specialised products for renewable energy sources, e-mobility and consulting. As a result, the company is benefiting from growing demand for certain insurance and service offerings.
Climate change mitigation	Own operations	Investing in sustainable buildings and the vehicle fleet offers potential to improve GHG emission savings. Integrating ESG-related targets into remuneration systems can promote sustainable decision-making and thereby positively impact corporate governance and the environment in the long term.	
Climate change mitigation	Downstream value chain	Companies in which UNIQA invests or which are insured by UNIQA have not taken sufficient action to reduce GHG emissions.	Investments in companies from GHG-intensive sectors could become less attractive as a result of the transition to a more sustainable economy, which could negatively impact the assets, liabilities, financial position and profit or loss.
Energy	Own operations	Measures to increase the energy efficiency of the own business activities as well as installations to generate renewable energy reduce the pressure on the general energy grid.	The dependence of operational sites on external energy suppliers represents a potential financial risk in the event of energy crises.
Energy	Downstream value chain	Companies in which UNIQA invests or which are insured by UNIQA have a higher share of non-renewable energy sources in their energy mix.	Investments in companies from energy-intensive sectors could become less attractive as a result of the transition to a more sustainable economy, which could negatively impact the assets, liabilities, financial position and profit or loss.
E4 – Biodiversity and ecosystems			
Biodiversity and ecosystems	Downstream value chain	Companies in which UNIQA invests have not taken sufficient action to reduce their negative impacts on biodiversity and ecosystems.	

Topics and sub-topics	Where in the value chain?	Material (potential) impacts	Material risks or opportunities
S1 – Own workforce			
Own workforce (all subtopics)	Own operations		Increased costs due to staff shortages spurred by the low attractiveness of social benefits for (potential) workers, or fatalities, illnesses or strikes.
Working conditions – secure employment	Own operations	Workers in non-EU countries may not be entitled to social benefits such as unemployment benefits, sick pay or pension payments. By primarily offering temporary employment contracts, UNIQA would reduce the percentage of secure employment among its employees.	
Working conditions – working hours	Own operations	In the absence of employment contracts with flexible working time models and varied working hours, UNIQA would reduce employee flexibility.	
Working conditions – social dialogue & freedom of association, the existence of works councils and the information, consultation and participation rights of workers	Own operations	The lack of works councils can make it much more difficult to effectively represent the interests of employees when making management decisions.	
Working conditions – collective bargaining, including rate of workers covered by collective agreements	Own operations	Insufficient coverage of all employees by collective bargaining agreements and works agreements can significantly weaken the negotiating position of employees in salary negotiations.	
Working conditions – work-life balance	Own operations	If family-related leave is not governed by law, it may still be offered to employees on a voluntary basis.	
Equal treatment and opportunities for all – gender equality and equal pay for equal work	Own operations	A gender pay gap negatively impacts the equal treatment and equal opportunities of employees.	
Equal treatment and opportunities for all – training and skills development	Own operations	Inadequate training and development programmes can hinder employee development.	Inadequate training and development can negatively impact employee performance.
Equal treatment and opportunities for all – employment and inclusion of persons with disabilities	Own operations	Persons with disabilities are discriminated against due to the insufficient provision of adequate infrastructure.	
Equal treatment and opportunities for all – measures against violence and harassment in the workplace	Own operations	Insufficient implementation of measures and reporting channels to combat violence, discrimination and violations of basic human rights can encourage related incidents.	

Topics and sub-topics	Where in the value chain?	Material (potential) impacts	Material risks or opportunities
Equal treatment and opportunities for all – diversity	Own operations	Without targeted action to increase the share of certain genders or age groups at specific management levels and in the departments, workforce diversity – and equal treatment and equal opportunity as a result – can be compromised.	
Other work-related rights – privacy	Own operations	If there are no procedures in place to prevent data leaks, there is a risk that employee-specific data will be compromised.	
S2 – Workers in the value chain			
Working conditions	Upstream value chain	A lack of social exclusion criteria and insufficient monitoring of working conditions can give suppliers the leeway to infringe the work-related rights of their workforce.	
Working conditions	Downstream value chain	A failure to take sufficient action results in a lack of willingness among corporate customers to improve working conditions for their workforce.	
S4 – Consumers and end-users			
Information-related impacts for consumers and/or end users – sales	Downstream value chain	A lack of proper information processes with regard to investment and insurance products along with insufficient know-your-customer processes to determine customers' actual requirements can lead to a lack of proper understanding and fulfilment of customer needs.	
Information-related impacts for consumers and/or end users – privacy	Own operations	Data breaches can occur if processes, management and IT infrastructure fail to adequately protect sensitive customer data.	Violations of disclosure requirements during customer consultations or the protection of sensitive customer data, in particular with regard to the General Data Protection Regulation (GDPR), may result in fines.
Social inclusion of consumers and/or end-users	Downstream value chain	Disadvantaged customer groups, including chronically ill persons, migrants, the elderly, persons with disabilities, could be excluded due to a lack of adapted insurance or investment products.	
(Financial) health of customers	Downstream value chain	Improving the health of (potential) customers	
(Financial) health of customers	Downstream value chain	Positive impacts on securing pension systems and maintaining purchasing power in old age	

Topics and sub-topics	Where in the value chain?	Material (potential) impacts	Material risks or opportunities
G1 – Business conduct			
Corporate culture	Own operations	Inadequate strategies, guidelines and training on the corporate culture can create a business environment that prevents employees from realising their full potential.	
Political engagement and lobbying activities	Own operations	A lack of clear responsibilities, policies and guidelines to govern political engagement, lobbying and donations can result in undesired activities in these areas	
Whistleblower protection	Own operations, upstream and downstream value chain	Inadequate policies and measures to protect whistleblowers may discourage potential whistleblowers from reporting incidents. Internal whistleblowers could also experience direct or indirect repercussions by their colleagues or supervisors as a result.	
Management of relationships with suppliers, including payment practices	Upstream value chain	Integrating ESG criteria into supplier management could help improve the sustainability of the value chain.	
Corruption and bribery – prevention and detection, including training and incidents	Own operations	Inadequate strategies, policies and measures to prevent and detect corruption, as well as inadequate communication and employee training on the subject can result in unintentional incidents of corruption and bribery and make it difficult to report suspicious activities.	

With regard to environmental matters, climate change was found to be a material topic. One reason behind this is the indirect, short-, medium-, and long-term impacts on the environment and society attributable to investment decisions and insurance benefits.

This categorisation also arises from the climate-related transition and physical risks in the insurance business and investments, which could have a greater impact on UNIQA's financial position and performance moving forward. Decarbonisation strategies adopted to date set forth concrete procedures for limiting and ultimately withdrawing completely from contractual relationships concluded with insurance customers that operate in fossil fuel sectors, along with investments in these sectors.

UNIQA views climate change as an opportunity to assist its insurance customers with the transition to a net-zero emissions economy, to adapt to climate change impacts and to develop new business lines with corresponding insurance and consulting services. Anticipated financial impacts could materialise in a reduction in the number of claims related to climate change and in a rise in premium revenues due to the expanded insurance offering.

UNIQA's own operational management results in several direct short- and long-term material impacts with regard to climate change, particularly due to the energy consumption of its own buildings and vehicles. UNIQA counteracts these impacts by gradually decarbonising its vehicle fleet and heating systems and by switching to electricity produced from renewable energy sources where feasible.

In addition, UNIQA's buildings are exposed to short-term physical climate risks that may intensify in the future. Any resulting damage would financially impact UNIQA.

Biodiversity and ecosystems were classified as material for investment for the first time in the financial year.

The aspects of pollution, water and marine resources, and circular economy were not classified as material.

As an employer of around 16,000 employees, UNIQA is affected by numerous material sustainability topics in relation to its own workforce, most of which have short-term effects, such as training or diversity.

In addition, certain issues including sales force training, the loss of key personnel and lack of attractiveness for key personnel may have a long-term impact on UNIQA's financial situation.

UNIQA acknowledges these actual and potential impacts, risks and opportunities and has developed several policies and actions to mitigate, pursue or promote them in a targeted manner. These policies and actions can be roughly broken down into the following main pillars:

- Employee & customer experience
- Culture
- Leadership & upskilling re-skilling
- JEDI (justice, equity, diversity, inclusion)

In anticipation of the corresponding requirements of the Corporate Sustainability Due Diligence Directive (CSDDD), the topical standards “Workers in the value chain” and “Management of relationships with suppliers” (excl. payment practices) were assessed as material with regard to suppliers. The selection of suppliers indirectly influences the working conditions of their workforce in the short and long term. Specific actions have already been introduced with the establishment of an onboarding process involving human rights questionnaires and the Code of Conduct.

Furthermore, the topical standard “Workers in the value chain” was also assessed as material in the downstream value chain of the corporate business on the basis of quantitative analyses and regulatory requirements (minimum social safeguards in the EU Taxonomy). This was reflected in the consideration of social aspects in the corporate underwriting strategy as well as the tightening of processes and documentation regarding minimum social safeguards under the EU Taxonomy Regulation.

As a result of the product range offered to retail customers along with the associated consulting, material short- and long-term impacts, risks and opportunities exist with regard to the environment and/or retail customers in relation to the sustainability topics “Climate change”, “Information-related impacts on consumers and/or end-users” and “Social inclusion of consumers and/or end-users”.

The ESG strategies for the retail business (ESG Retail Strategy and ESG Customer Strategy) have defined priorities for the topics of climate change mitigation and social inclusion. Over the next few years, specific actions for the achievement of these strategic targets will be defined.

As an insurance company, UNIQA handles sensitive personal data. Data protection and cybersecurity are therefore sustainability matters that may potentially have material impacts on insurance customers. A data protection management standard governs the allocations of tasks, including the allocation of certain data protection tasks and responsibilities to various organisational units.

With the exception of animal welfare, sustainability matters related to business conduct have been deemed essential to UNIQA’s own operations. The materiality of these matters primarily concerns short-term impacts in relation to preventing money laundering and corruption, political influence and protecting whistleblowers. These impacts are consistently countered by nurturing the corporate culture, through internal regulations on anti-corruption, whistleblowing and political influence as well as through mandatory training for all employees and the Management Board.

Details on the resilience of the business model and UNIQA locations with regard to impacts, risks and opportunities arising from climate change can be found in the disclosures on the resilience analysis. In addition, business continuity plans are drawn up at Group level to ensure that business operations are resilient to staffing gaps. Quarterly employee surveys are performed to track employee satisfaction in order to monitor the social resilience of the business.

Processes and systems for recording and reporting the financial impacts of sustainability matters, especially risks and opportunities, are currently being established.

1.10 IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

1.10.1 Disclosures on the materiality assessment process

1.10.1.1 Description of the process to identify and assess material impacts, risks and opportunities (IRO-1)

1.10.1.1.1 Double materiality assessment process

The double materiality assessment is divided into six sections and is the same for all sustainability topics examined:

A. Understanding

As a first step, the scope of consolidation for the sustainability reporting, all associated business activities and the regions in which they are conducted as well as the stakeholders and business partners involved in these activities were identified.

Business activities have been aggregated into value creation activities that result in similar impacts, risks and opportunities with respect to sustainability matters. These activities encompass the insurance business, investments, UNIQA's own operations, employees, compliance and healthcare.

This information is then used to determine in which areas UNIQA can have an impact or expects to have an impact in terms of sustainability.

B. Identification

Topics and sub-topics under ESRS 1 AR 16 provided the basis for identifying impacts, risks and opportunities, expanded to include topics arising from existing memberships and ESG ratings in order to reflect any additional company-specific topics. Peer group comparisons were also carried out on the basis of publicly available information on comparable companies. Based on the insights gained from these steps, a list of sustainability topics was drawn up for the detailed analysis of possible impacts, risks and opportunities.

C. Assessment

Following on from these analyses, impacts, financial risks and opportunities for each group of economic activities were screened with regard to all sustainability topics with the involvement of internal experts from the relevant departments, and a materiality assessment was carried out using the methodology described in the following paragraphs.

Compliance was responsible for determining the impacts, risks and opportunities in relation to business conduct.

D. Completion

The preliminary results of the double materiality assessment were discussed with stakeholders and the Management Board in order to ensure that the findings determined on a quantitative basis are consistent with the internal and external assessment.

E. Validation

Consensus was reached within the Group ESG Committee on the results, which were subsequently approved by the Management Board.

F. Integration

The results will feed into UNIQA's risk management and serve as the basis for the non-financial report. Only topics that make a material contribution to understanding impacts and risk management at UNIQA are disclosed, thereby ensuring focused communication that is relevant to stakeholders.

1.10.1.1.2 Methodology

The methodology applied was based on ESRS 1 chapter 3, "Double materiality as the basis for sustainability disclosures", supplemented by guidelines issued by the European Financial Reporting Advisory Group (EFRAG).

The materiality assessment was primarily conducted on the basis of estimations made by internal experts from the specialist departments and stakeholders in workshops supplemented by analyses of publicly available data, in particular data on investments and insurance customers. Sources consulted included approximations of the environmental and, in particular, biodiversity impacts of sectors published in the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) database, UNEP FI data, WWF Biodiversity Risk Filter & Water Risk Filter and ESG scores from Swiss Re and the ESG database of ISS. Details on the analyses carried out on the topic of biodiversity can be found in the “Biodiversity and ecosystems” sub-section.

Materiality assessment of impacts
The materiality assessment of the impacts is based on the following criteria:

- Scale
- Scope
- Remediability in the case of negative impacts
- Likelihood in the case of potential impacts

For each positive or negative impact identified, a quantitative classification took place for each of the aforementioned criteria on a five-level scale with a qualitative justification, followed by the calculation of a value combining scale, scope, remediability, if any, and likelihood of occurrence, if any, to determine the material impacts. A separate impact analysis was conducted for up to three different time horizons (short, medium and long term). Once 53.33 per cent of the maximum possible points have been reached, an impact is considered material.

UNIQA identifies and measures impacts on climate change by calculating and managing GHG emissions arising from its own operations (buildings, vehicles) and from key parts of the value chain. The methods employed are based on international standards such as the Greenhouse Gas Protocol (GHG Protocol) and the Partnership for Carbon Accounting Financials (PCAF).

A hot spot analysis was performed to assess the GHG emissions in the value chain, with estimates made for all 15 Scope 3 categories to identify the most material ones. Materiality in this context is determined by the respective level of GHG emissions.

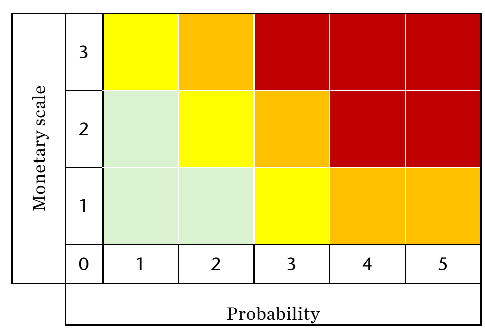
Neither prioritisation of negative impacts nor prioritisation based on other characteristics takes place. The material impacts are integrated into the general risk management process.

Materiality assessment of risks and opportunities
The materiality assessment of the impacts is based on the following criteria:

- Magnitude
- Likelihood

The likelihood of occurrence is determined using a five-stage scale (0 to 25 per cent, between 25 and 50 per cent, between 50 and 75 per cent, between 75 and less than 100 per cent, 100 per cent) and the scale is assessed using a three-level assessment scale (less than €5 million, between €5 and €15 million, more than €15 million) derived from existing risk management systems. For positive impacts that have been identified, an assessment is conducted to determine whether risks and opportunities may also arise. Any identified potential risks and opportunities are then included in the materiality assessment.

The materiality of risks and opportunities was determined using the following matrix, with the area marked in dark red indicating materiality:



Risks and opportunities are currently not prioritised on the basis of their source. Risks and opportunities arising from sustainability topics are therefore not prioritised over others but are integrated into the general risk management process. In the future, opportunities management will be part of a collaborative strategic process between the respective specialist departments and the Group ESG Office.

UNIQA analyses physical and transition climate risks for both the investment portfolio and the corporate underwriting portfolio on the basis of several scenarios (see “Resilience analysis”).

The qualitative aspects of climate-related opportunities were reviewed as part of the materiality assessment.

1.10.2 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3) and description of the processes to identify and assess climate-related material impacts, risks and opportunities (IRO-1)

UNIQA has systematically integrated sustainability risks into its business strategy and risk management processes in order to identify, assess and effectively manage potential environmental, social and governance-related impacts at an early stage.

- The ongoing development of long-term climate scenarios is a key issue for UNIQA. A quantitative Group-wide approach is being developed that is methodologically consistent with climate-related assumptions in other reports. Both physical risks (risk of natural disaster, physical risk exposure of the companies in which UNIQA invests) and transition risks (climate-related assets) to which the portfolio is exposed are analysed.
- In addition, sustainability risks and their potential causes in the operational risk cycle are identified early on (internal control system and risk identification) through critical analyses of various departments (quality assurance process).
- In relation to Solvency II reporting templates, quantitative data on physical risks and transition risks is reported directly to the Austrian Financial Market Authority (FMA) and the European Insurance and Occupational Pensions Authority (EIOPA).
- The process for evaluating outsourcing risks at external business partners is also being refined throughout the Group and now explicitly takes the sustainability of our outsourcing partners into account.
- All relevant ESG data is incorporated into the IT risk analysis software. It is therefore possible to monitor the ESG limit utilisation rates on a daily basis.
- Several of the emerging risks relevant to UNIQA, such as natural disasters, climate change and the deterioration of public health systems, are closely linked to sustainability topics. These risks underscore the need for proactive climate change adaptation action, resilient infrastructure and sustainable investment strategies to mitigate long-term impacts.

Resilience analysis – results

Climate change scenarios are included in risk management in order to assess and strengthen resilience to climate-related risks. This comprehensive analysis forms part of the Own Risk and Solvency Assessment (ORSA), which is conducted on an annual basis and involves the assessment of both investments and losses due to natural disasters from insurance contracts under various climate scenarios. UNIQA employs two scenarios to measure climate-related risks: the early action scenario (NGFS scenario: Net Zero 2050) and the no further action scenario (NGFS scenario: Current Policies). These two scenarios were selected because they represent the two most plausible and relevant extremes (high transition risks & low physical risks; low transition risks & high physical risks). The climate change resilience analysis covers UNIQA's largest insurance companies with a primary focus on the most important business segments and geographical regions. The analysis of flood and storm risks was prioritised in the climate scenarios. These hazards are geographically extensive, can last for several days and have high potential to cause significant human and economic losses. Hail risks were also analysed due to recent severe hailstorms, especially in Austria. No material physical or transition risks were excluded from the analysis.

Climate X Spectra conducted the analysis of physical risks for investment properties at the location level. Each physical risk analysed was assigned a probability of occurrence and degree of severity to represent potential physical and financial impacts. Owner-occupied properties owned by UNIQA were not included in this analysis.

Transition risks were analysed for corporate bonds, stocks and real estate. Each position in each asset class was assigned credit risk on the basis of the economic sector and its transition risk.

Early action is based on ambitious climate policies being adopted from the outset, with the aim of limiting global warming to 1.7°C by 2050 and reducing it to 1.5°C by the end of the century. The latest Network for Greening the Financial System (NGFS) "Net Zero 2050" scenario is applied. The macroeconomic assumptions entail an immediate increase in interest rates driven by inflation related to CO2 prices. This will lead to initial impairment losses, but to a substantial rebound due to the market adjustment prior to 2050. By contrast, the no further action scenario assumes that current policies will continue without additional measures, leading to warming of 2.4°C by 2050 and a temperature rise of 3°C by the end of the century. This scenario is based on the NGFS "Current Policy" scenarios and shows a delayed impact on the financial markets compared to the early action scenario with lower short-term losses but higher long-term physical risks due to the increased occurrence of natural disasters. The resilience analysis for the real estate portfolio was conducted on the basis of climate scenario RCP8.5 (Representative Concentration Pathway 8.5). The worst-case scenario assumes a 3 to 5°C rise in global temperatures. The real estate analysis examines the impact of physical risks between 2020 and 2100. The analysis of transition risks examines the individual positions of the asset classes covered by reference to their term, which differs from the time horizons defined in ESRS 2. The analysis defines a short term as being to the end of 2025, a medium term to 2027, and a long term from 2028 onwards.

The resilience analysis reveals that the early action scenario, characterised by ambitious climate policies, initially leads to impairment due to higher interest rates and impairment of properties, followed by a substantial rebound by 2050. By contrast, the no further action scenario results in lower direct losses with increasing investments by 2050 but poses higher long-term physical risks due to the sharp increase in average annual losses from natural disasters by 2050 compared to the early action scenario. These findings underscore the need for proactive climate policies and increased flood control measures to mitigate future risks. In response, UNIQA plans to focus its strategy on diversifying investments, implementing effective risk mitigation measures and continuously monitoring climate-related risks to ensure long-term sustainability and resilience.

A climate risk analysis was carried out in the financial year to assess the risks to investment properties from environmental events. For the Taxonomy-eligible investment properties examined, this analysis showed a financial risk of €7.7 million (2024: €7.6 million). The increase resulted from a higher proportion of Taxonomy-eligible investment properties and the related expansion of the climate risk analysis.

The resilience analysis of transition risks revealed the following anticipated financial impacts for each asset class:

- Corporate bonds: €27.3 million (8.0 per cent of relevant exposure) (2024: €40.6 million and 9.1 per cent of relevant exposure)
- Stocks: €0.3 million (8.1 per cent of relevant exposure) (2024: €0.1 million and 9.1 per cent of relevant exposure)
- Properties: €37.7 million (2.0 per cent of relevant exposure) (2024: €39.4 million and 2.0 per cent of relevant exposure)

Resilience analysis – impact on strategy

The resilience analysis is used to inform the Management Board by highlighting the need for proactive and flexible measures to mitigate climate-related risks. The early action scenario emphasises the importance of immediate and ambitious climate policies to limit long-term impacts. By contrast, the no further action scenario underscores the severe consequences of inaction, especially in terms of losses from natural disasters.

With the help of the sustainability strategy and the targets and actions it sets forth, UNIQA is able to adapt investments to climate change in the short, medium and long term. In the short and medium term, there is the risk that opportunity costs may arise as a result of limitations on fossil fuels and nuclear energy.

However, the incremental phase-out of fossil fuels permits a managed transition in order to adapt the portfolio to climate change. For example, the phase-out of crude oil by 2030 and natural gas by 2035 is pursued for direct investments in companies that generate more than 5 per cent of their revenue from the respective fossil fuels. Since 2025, no direct investments have been held in companies that generate more than 5 per cent of their revenue from the coal business.

With the validation of these science-based targets, UNIQA is committed to decarbonising the covered asset classes by 2027 or 2030. In line with the SBTi framework, the targets will also be renewed at five-year intervals.

Sustainable investments contribute to the adaptation of investments to climate change with investments in projects such as green bonds and infrastructure projects focused on renewable energy. The current target entails achieving €2 billion in sustainable investments by 2025. This was already achieved in 2023.

1.10.3 Disclosure requirements in ESRS covered by the undertaking's sustainability statement (IRO-2)

As part of the materiality assessment process, the Group ESG Office examines the requirements of each disclosure requirement in detail and, together with the experts from the specialist departments, assesses in qualitative terms whether publishing individual disclosures substantially contributes to clarifying how UNIQA manages material impacts, risks and opportunities in connection with sustainability topics (impact, risk and opportunity management). By adopting this approach, UNIQA ensures that only stakeholder-relevant information is published, while at the same time providing a clear picture of the effectiveness of internal management and risk management systems in the field of sustainability.

Based on the double materiality assessment carried out, the following disclosure requirements have been identified as material:

Disclosure requirement	Description of the disclosure requirement	Chapter
E1	**Climate change**	
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	1.4
1	Transition plan for climate change mitigation	2.2.1
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.9, 2.3.1, 2.4.1, 2.5.1, 2.6.1
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	1.10.2
2	Policies related to climate change mitigation and adaptation	2.3.2, 2.4.2, 2.5.2, 2.6.2
3	Actions and resources in relation to climate change policies	2.3.3, 2.4.3, 2.5.3, 2.6.3
4	Targets related to climate change mitigation and adaptation	2.3.4, 2.4.4, 2.5.4, 2.6.4
5	Energy consumption and mix	2.6.5
6	Gross Scopes 1, 2, 3 and Total GHG emissions	2.2.2, 2.3.5, 2.4.5, 2.5.5, 2.6.6
7	GHG removals and GHG mitigation projects financed through carbon credits	Not reported
8	Internal carbon pricing	Not reported
9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not reported (phase-in)
E2	**Pollution**	**Not material**
E3	**Water and marine resources**	**Not material**
E4	**Biodiversity and ecosystems**	
1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	3.1.2
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.1
ESRS 2 IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	3.1.1
2	Policies related to biodiversity and ecosystems	3.1.3
3	Actions and resources in relation to biodiversity and ecosystems	3.1.4
4	Targets related to biodiversity and ecosystems	3.1.5
5	Impact metrics related to biodiversity and ecosystems change	3.1.6
E5	**Resource use and circular economy**	**Not material**
S1	**Own workforce**	
ESRS 2 SBM-2	**Interests and views of stakeholders**	**1.8**
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.9, 4.1
1	Policies related to own workforce	4.2
2	Processes for engaging with own workers and workers' representatives about impacts	4.3
3	Processes to remediate negative impacts and channels for own workers to raise concerns	4.4
4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	4.5
5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	4.6
6	Characteristics of the undertaking's employees	4.7
7	Characteristics of non-employee workers in the undertaking's own workforce	Not reported (phase-in)
8	Collective bargaining coverage and social dialogue	4.8
9	Diversity metrics	4.9
10	Adequate wages	Not material
11	Social protection	Not reported (phase-in)
12	Persons with disabilities	Not reported (phase-in)
13	Training and skills development metrics	4.10
14	Health and safety metrics	Not material
15	Work-life balance metrics	Not reported (phase-in)
16	Remuneration metrics (pay gap and total remuneration)	4.11
17	Incidents, complaints and severe human rights impacts	4.12
S2	Workers in the value chain	
ESRS 2 SBM-2	**Interests and views of stakeholders**	**1.8**
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.9, 5.1
1	Policies related to value chain workers	5.2
2	Processes for engaging with value chain workers about impacts	5.3
3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	5.4

Disclosure requirement	Description of the disclosure requirement	Chapter
4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	5.5
5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	5.6
S3	Affected communities	Not material
S4	**Consumers and end-users**	
ESRS 2 SBM-2	**Interests and views of stakeholders**	**1.8**
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.9, 6.1
1	Policies related to consumers and end-users	6.2
2	Processes for engaging with consumers and end-users about impacts	6.3
3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	6.3
4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	6.4
5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	6.5
G1	Business conduct	
ESRS 2 GOV-1	**The role of the administrative, supervisory and management bodies**	**1.3**
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	1.10.1
1	Corporate culture and business conduct policies	7.1
2	Management of relationships with suppliers	7.2
3	Prevention and detection of corruption and bribery	7.1
4	Confirmed incidents of corruption or bribery	7.3
5	Political influence and lobbying activities	7.4
6	Payment practices	Not material

Disclosure requirement and related data that derives from other EU legislation	Reference to other EU legislation	Chapter
ESRS 2 GOV-1 paragraph 21 (d)		
Board's gender diversity	SFDR: Indicator number 13 of Table #1 of Annex 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	1.3
ESRS 2 GOV-1 paragraph 21 (e)		
Percentage of board members who are independent	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	1.3
ESRS 2 GOV-4 paragraph 30		
Statement on due diligence	SFDR: Indicator number 10 Table #3 of Annex 1	1.5
ESRS 2 SBM-1 paragraph 40 (d) i		
Involvement in activities related to fossil fuel activities	SFDR: Indicator number 4 Table #1 of Annex 1 Pillar 3: Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	Not relevant
ESRS 2 SBM-1 paragraph 40 (d) ii		
Involvement in activities related to chemical production	SFDR: Indicator number 9 Table #2 of Annex 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	Not relevant
ESRS 2 SBM-1 paragraph 40 (d) iii		
Involvement in activities related to controversial weapons	SFDR: Indicator number 14 Table #1 of Annex 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1818, Article 12(1) Commission Delegated Regulation (EU) 2020/1816, Annex II	Not relevant
ESRS 2 SBM-1 paragraph 40 (d) iv		
Involvement in activities related to cultivation and production of tobacco	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1818, Article 12(1) Commission Delegated Regulation (EU) 2020/1816, Annex II	Not relevant
ESRS E1-1 paragraph 14		
Transition plan to reach climate neutrality by 2050	EU Climate Law: Regulation (EU) 2021/1119, Art. 2 (1)	2.2.1
ESRS E1-1 paragraph 16 (g)		
Undertakings excluded from Paris-aligned benchmarks	Pillar 3: Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1818; Art. 12.1 (d) to (g); and Art. 12.2	2.2.1
ESRS E1-4 paragraph 34		
GHG emission reduction targets	SFDR: Indicator number 4 Table #2 of Annex 1 Pillar 3: Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1818, Article 6	2.3.4, 2.4.4, 2.5.4, 2.6.4
ESRS E1-5 paragraph 38		
Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	SFDR: Indicator number 5 Table #1 and Indicator number 5 Table #2 of Annex 1	2.6.5
ESRS E1-5 paragraph 37		
Energy consumption and mix	SFDR: Indicator number 5 Table #1 of Annex 1	2.6.5

Disclosure requirement and related data that derives from other EU legislation	Reference to other EU legislation	Chapter
ESRS E1-5 paragraphs 40-43		
Energy intensity associated with activities in high climate impact sectors	SFDR: Indicator number 6 Table #1 of Annex 1	2.6.5
ESRS E1-6 paragraph 44		
Gross Scope 1, 2, 3 and Total GHG emissions	SFDR: Indicators number 1 and 2 Table #1 of Annex 1 Pillar 3: Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)	2.2.2, 2.3.5, 2.4.5, 2.5.5, 2.6.6
ESRS E1-6 paragraphs 53-55		
Gross GHG emissions intensity	SFDR: Indicators number 3 Table #1 of Annex 1 Pillar 3: Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1818, Article 8(1)	2.2.2
ESRS E1-7 paragraph 56		**Not relevant**
GHG removals and carbon credits	EU Climate Law: Regulation (EU) 2021/1119, Article 2(1)	
ESRS E1-9 paragraph 66		**Not reported (phase-in)**
Exposure of the benchmark portfolio to climate-related physical risks	Benchmark Regulation: Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II	
ESRS E1-9 paragraph 66 (a)		**Not reported (phase-in)**
Disaggregation of monetary amounts by acute and chronic physical risk	Pillar 3: Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.	
ESRS E1-9 paragraph 66 (c)		**Not reported (phase-in)**
Location of significant assets at material physical risk	Pillar 3: Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.	
ESRS E1-9 paragraph 67 (c)		**Not reported (phase-in)**
Breakdown of the carrying value of its real estate assets by energy-efficiency classes	Pillar 3: Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral	
ESRS E1-9 paragraph 69		**Not reported (phase-in)**
Degree of exposure of the portfolio to climate-related opportunities	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1818, Annex II	
ESRS E2-4 paragraph 28		**Not material**
Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	SFDR: Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1	
ESRS E3-1 paragraph 9		**Not material**
Water and marine resources	SFDR: Indicator number 7 Table #2 of Annex 1	
ESRS E3-1 paragraph 13		**Not material**
Dedicated policy	SFDR: Indicator number 8 Table 2 of Annex 1	
ESRS E3-1 paragraph 14		**Not material**
Sustainable oceans and seas	SFDR: Indicator number 12 Table #2 of Annex 1	
ESRS E3-4 paragraph 28 (c)		**Not material**
Total water recycled and reused	SFDR: Indicator number 6.2 Table #2 of Annex 1	

Disclosure requirement and related data that derives from other EU legislation	Reference to other EU legislation	Chapter
ESRS E3-4 paragraph 29		**Not material**
Total water consumption in m³ per net revenue on own operations	SFDR: Indicator number 6.1 Table #2 of Annex 1	
ESRS 2- IRO 1 - E4 paragraph 16 (a) i		**Not material**
	SFDR: Indicator number 7 Table #1 of Annex 1	
ESRS 2- IRO 1 - E4 paragraph 16 (b)		**1.10.1.1**
	SFDR: Indicator number 10 Table #2 of Annex 1	
ESRS 2- IRO 1 - E4 paragraph 16 (c)		**Not material**
	SFDR: Indicator number 14 Table #2 of Annex 1	
ESRS E4-2 paragraph 24 (b)		**Not relevant**
Sustainable land/agriculture practices or policies	SFDR: Indicator number 11 Table #2 of Annex 1	
ESRS E4-2 paragraph 24 (c)		**Not relevant**
Sustainable oceans/seas practices or policies	SFDR: Indicator number 12 Table #2 of Annex 1	
ESRS E4-2 paragraph 24 (d)		**Not relevant**
Policies to address deforestation	SFDR: Indicator number 15 Table #2 of Annex 1	
ESRS E5-5 paragraph 37 (d)		**Not material**
Non-recycled waste	SFDR: Indicator number 13 Table #2 of Annex 1	
ESRS E5-5 paragraph 39		**Not material**
Hazardous waste and radioactive waste	SFDR: Indicator number 9 Table #1 of Annex 1	
ESRS 2 SBM-3 - ESRS S1 paragraph 14 (f)		
Risk of incidents of forced labour	SFDR: Indicator number 13 Table #3 of Annex 1	Not material
ESRS 2 SBM-3 - ESRS S1 paragraph 14 (g)		
Risk of incidents of child labour	SFDR: Indicator number 12 Table #3 of Annex 1	Not material
ESRS S1-1 paragraph 20		
Human rights policy commitments	SFDR: Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1	4.2
ESRS S1-1 paragraph 21		
Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	4.2
ESRS S1-1 paragraph 22		
Processes and measures for preventing trafficking in human beings	SFDR: Indicator number 11 Table #3 of Annex I	4.2
ESRS S1-1 paragraph 23		**Not material**
Workplace accident prevention policy or management system	SFDR: Indicator number 1 Table #3 of Annex I	
ESRS S1-3 paragraph 32 (c)		
Grievance/complaints handling mechanisms	SFDR: Indicator number 5 Table #3 of Annex I	4.4
ESRS S1-14 paragraph 88 (b) and (c)		**Not material**
Number of fatalities and number and rate of work-related accidents	SFDR: Indicator number 2 Table #3 of Annex I Benchmark Regulation Commission Delegated Regulation (EU) 2020/1816, Annex II	
ESRS S1-14 paragraph 88 (e)		**Not material**
Number of days lost to injuries, accidents, fatalities or illness	SFDR: Indicator number 3 Table #3 of Annex I	
ESRS S1-16 paragraph 97 (a)		
Unadjusted gender pay gap	SFDR: Indicator number 12 Table #1 of Annex I Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	4.11
ESRS S1-16 paragraph 97 (b)		
Excessive CEO pay ratio	SFDR: Indicator number 8 Table #3 of Annex I	4.11
ESRS S1-17 paragraph 103 (a)		
Incidents of discrimination	SFDR: Indicator number 7 Table #3 of Annex I	4.12

Disclosure requirement and related data that derives from other EU legislation	Reference to other EU legislation	Chapter
ESRS S1-17 paragraph 104 (a)		
Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	SFDR: Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12 (1)	4.12
ESRS 2 SBM-3 – ESRS S2 paragraph 11 (b)		
Significant risk of child labour or forced labour in the value chain	SFDR: Indicators number 12 and n. 13 Table #3 of Annex I	Not material
ESRS S2-1 paragraph 17		
Human rights policy commitments	SFDR: Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1	5.2
ESRS S2-1 paragraph 18		
Policies related to value chain workers	SFDR: Indicator number 11 and n. 4 Table #3 of Annex 1	5.2
ESRS S2-1 paragraph 19		
Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	SFDR: Indicator number 10 Table #1 of Annex 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12 (1)	5.2
ESRS S2-1 paragraph 19		
Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	5.2
ESRS S2-4 paragraph 36		
Human rights issues and incidents connected to its upstream and downstream value chain	SFDR: Indicator number 14 Table #3 of Annex 1	5.5
ESRS S3-1 paragraph 16		**Not material**
Human rights policy commitments	SFDR: Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1	
ESRS S3-1 paragraph 17		**Not material**
Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	SFDR: Indicator number 10 Table #1 of Annex 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12 (1)	
ESRS S3-4 paragraph 36		**Not material**
Human rights issues and incidents	SFDR: Indicator number 14 Table #3 of Annex 1	
ESRS S4-1 paragraph 16		
Human rights issues and incidents	SFDR: Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1	6.2
ESRS S4-1 paragraph 17		
Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	SFDR: Indicator number 10 Table #1 of Annex 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12 (1)	6.2
ESRS S4-4 paragraph 35		
Human rights issues and incidents	SFDR: Indicator number 14 Table #3 of Annex 1	6.4
ESRS G1-1 paragraph 10 (b)		
United Nations Convention against Corruption	SFDR: Indicator number 15 Table #3 of Annex 1	7.1
ESRS G1-1 paragraph 10 (d)		
Protection of whistleblowers	SFDR: Indicator number 6 Table #3 of Annex 1	7.1
ESRS G1-4 paragraph 24 (a)		
Fines for violation of anti-corruption and anti-bribery laws	SFDR: Indicator number 17 Table #3 of Annex 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	7.3
ESRS G1-4 paragraph 24 (b)		
Standards of anti-corruption and anti-bribery	SFDR: Indicator number 16 Table #3 of Annex 1	7.3

UNIQA has not made use of the options provided for in Delegated Act (EU) 2025/4812 (Quick fix), which provide for further transitional relief in sustainability reporting for the financial year.

Entities for which a separate sustainability report is not required

The following entities are covered by the consolidated sustainability report and therefore make use of the exemption pursuant to Art. 19(a)(9) or Art. 29(a)(8) of Directive 2013/34/EU to forgo the preparation of a separate sustainability report:

- UNIQA Asigurari S.A. (Romania, Bucharest)
- UNIQA osiguranje d.d. (Croatia, Zagreb)
- UNIQA Towarzystwo Ubezpieczeń S.A. (Poland, Warsaw)

2. Climate change (ESRS E1)

2.1 DISCLOSURES ACCORDING TO EU TAXONOMY

EU Taxonomy disclosures are governed by Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, supplemented by Commission Delegated Regulations (EU) 2021/2139, (EU) 2021/2178 and (EU) 2023/2486, as well as by Commission Notice (C/2024/6691) on the interpretation and implementation of certain legal provisions of the Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation on the reporting of Taxonomy-eligible and Taxonomy-aligned economic activities and assets (third European Commission Notice).

The EU Taxonomy disclosures from the previous financial year 2024 can be found in the templates of the 2024 Non-Financial Report.

UNIQA currently has no strategic objectives with respect to the performance indicators of the EU Taxonomy. However, elements such as climate risk-based benefits for customers in accordance with the substantial contribution criteria will be taken into account in product development in the field of non-life insurance in the future.

Information on the application of the EU Taxonomy templates

The European Parliament extended the scrutiny period for the delegated act adopted by the European Commission on 4 July 2025 from the Omnibus I package to simplify taxonomy reporting until January 2026. Due to this legal uncertainty at the time the report was being prepared, UNIQA opted not to apply the amendments for the financial year and to continue using the templates as in the previous year.

2.1.1 Premiums in non-life insurance and Taxonomy-eligible activities

2.1.1.1 Discretionary judgements and interpretation requirements

In the financial year, there was still no uniform understanding in market practice regarding the determination of taxonomy alignment, for example when calculating premium shares that relate to climate change adaptation allowances. This was done in the financial year based on long-term loss histories resulting from recognised climate-related risks.

2.1.1.2 Reporting principles

Under the EU Taxonomy Regulation, insurance companies are required to disclose an indicator in relation to their non-life insurance business (economic activities 10.1 and 10.2). European legislators have therefore defined certain business lines of non-life insurance that are considered environmentally sustainable in relation to the environmental objective of climate change adaptation. The business lines specified in the EU Taxonomy are:

- Medical expense insurance
- Income protection insurance
- Worker’s compensation insurance
- Motor vehicle liability insurance
- Other motor insurance
- Marine, aviation and transport insurance
- Fire and other damage to property insurance
- Assistance

The business lines classified by UNIQA as Taxonomy-eligible are:

- Income protection insurance
- Motor vehicle liability insurance
- Other motor insurance
- Marine, aviation and transport insurance
- Fire and other damage to property insurance
- Assistance

In terms of non-life insurance, detailed research was conducted on Taxonomy-eligible property and casualty insurance by using the templates set out in Annex X to the Delegated Regulation (2021/2178), with respect to all premium elements, based on the premiums written, separated by direct and indirect business and before and after any reinsurance. Underwriting specialists analysed the content of insured benefits and scope of cover to establish whether they were adapted to the impacts of climate change. As a result of the different cover being issued in places, retail and corporate business were analysed separately and classified in relation to the insurance activity’s taxonomy eligibility and alignment. The proportion of Taxonomy-eligible economic activities in the total charged non-life insurance premiums (before reinsurance) was also determined. The premiums were divided into premium shares in accordance with the provisions of the draft version of the third Notice of the European Commission, which relate to climate change adaptation coverage. The technical screening criteria (TSC), compliance with minimum social safeguards (MSS) and do no significant harm (DNSH) criteria laid down in the Delegated Regulation were also checked.

2.1.1.3 Limited data availability or documentation

The above-mentioned evidence could not be documented for retail business, standardised SME business, or acquired non-faculative reinsurance business and therefore could not be included in the Taxonomy-aligned premiums. This is because no climate risk-based benefits are currently provided for retail business and compliance with the minimum social safeguards could not be demonstrated for standardised SME business and the acquired non-faculative reinsurance business.

As part of its corporate business in a customised contract form, and the share of premiums calculated there for insurance coverage for natural disasters that are also related to climate change, it was possible to demonstrate compliance with the "substantial contribution" criteria, "do no significant harm" criteria, and with the "minimum social safeguards" for the financial year.

To comply with the "do no significant harm" criteria, premiums from activities related to the extraction, storage, transportation, or manufacturing of fossil fuels, and premiums from insurance of vehicles, property, plant and equipment, or other installations used for these purposes were excluded from the Taxonomy-eligible premiums.

"Substantial contribution criteria" were also verified for corporate business, but not for retail business. The criteria of "leadership in modelling and pricing climate risks", "product design", "innovative insurance coverage solutions", "transfer of data" and "high performance levels after a catastrophe" were appropriately substantiated for the corporate business. However, it was not possible to demonstrate that the criteria relating to product design for the retail business had been met.

As in the previous year, UNIQA provided evidence of compliance with the minimum social safeguards (MSS) for corporate customers for the financial year. Compliance with the international standards and frameworks specified in Art. 18 of the EU Taxonomy Regulation was verified both by the "pre-offer ESG risk assessment" and by the analysis of existing portfolio customers. For more details, please refer to the sections Climate change in the corporate business and Workers in the value chain (ESRS S2).

Processes for ensuring compliance with the minimum protection criteria for human and labour rights, preventing corruption and bribery, taxation and fair competition were also established for UNIQA's own operations (including its relations with suppliers).

In the financial year, the proportion of the Taxonomy-eligible premium was 6.9 per cent (2024: 7.0 per cent), of which 5.3 per cent was Taxonomy-eligible and not aligned (2024: 5.9 per cent) and 1.5 per cent was Taxonomy-eligible and aligned (2024: 1.1 per cent). Taxonomy-aligned premiums amounted to €76.7 million (2024: €51.2 million). The increase in Taxonomy-aligned premiums is due to the expansion of the analysis to include additional business lines and the acquired corporate business (excluding non-facultative reinsurance), as well as to a higher proportion of corporate customers in individual countries that comply with the minimum social safeguards criterion. Due to the complex contractual structures in the different types of reinsurance, it is not possible to show the exact reinsurance proportion of Taxonomy-aligned premiums. If the reinsurance premium had been expressed as a percentage of the gross premiums written using an approximation method, the reinsurance share would be 9.2 per cent (2024: 20.5 per cent) (€7.1 million, 2024: €10.5 million).

Reporting template: The underwriting KPI for non-life insurance and reinsurance undertakings

	Substantial contribution to climate change adaptation			Do no significant harm (DNSH)					
Economic activities (1)	**Absolute premiums, 2025 (2)**	**Proportion of premiums, 2025 (3)**	**Proportion of premiums, 2024 (4)**	**Climate change mitigation (5)**	**Water and marine resources (6)**	**Circular economy (7)**	**Pollution (8)**	**Biodiversity and ecosystems (9)**	**Minimum safeguards (10)**
	in € million	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N
A.1. Non-life insurance and reinsurance underwriting Taxonomy-aligned activities (environmentally sustainable)	76.7	1.5	1.1	Y	Y	Y	Y	Y	Y
A.1.1 Of which reinsured	n/a	n/a	n/a	Y	Y	Y	Y	Y	Y
A.1.2 Of which stemming from reinsurance activity	0.0	0.0	0.0	Y	Y	Y	Y	Y	Y
A.1.2.1 Of which reinsured (retrocession)	0.0	0.0	0.0	Y	Y	Y	Y	Y	Y
A.2. Non-life insurance and reinsurance underwriting Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned activities)	269.0	5.3	5.9						
B. Non-life insurance and reinsurance underwriting Taxonomy-non-eligible activities	4,699.1	93.1	93.0						
Total (A.1 + A.2 + B)	**5,044.7**	**100.0**	**100.0**						

2.1.2 Investments and Taxonomy-eligible activities

2.1.2.1 Discretionary judgements and interpretation requirements

Delegated Regulation (EU) 2021/2178 specifies that insurance companies must make disclosures in relation to investments. Any undertaking that falls under the obligation to report under Articles 19a and 29a of Directive 2013/34/EU is required to make disclosures under Art. 8 of the EU Taxonomy Regulation. These include large public interest entities with more than 500 employees, total assets in excess of €25 million, or net revenue of over €50 million. These companies are required to report information on environmentally sustainable economic activities in accordance with the EU Taxonomy Regulation. This scope is also applied for counterpositions of UNIQA's investments. The taxonomy classification is carried out with the support of the external data provider ISS STOXX.

UNIQA's metrics on taxonomy alignment and eligibility with respect to both revenue and operating expenses are based on data from financial and non-financial companies.

The published assessment criteria for all six environmental targets were taken into account when calculating taxonomy eligibility and alignment:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

Coverage comprises the following assets (excluding assets of countries, central banks and supranational issuers):

- Property, plant and equipment
- Investments
- Unit-linked and index-linked life insurance investments

The scope of coverage underlying the calculation in accordance with the templates contained in Annex X of Delegated Regulation (EU) 2021/2178 is €19,425.3 million (2024: €18,226.4 million), representing 71.1 per cent of the coverage (2024: 67.9 per cent).

2.1.2.2 Reporting principles

The calculation of the company-related KPIs in accordance with Art. 8 of the EU Taxonomy Regulation refers to the investments of UNIQA Insurance Group AG published for the financial year in the consolidated Group report.

Direct investment and internally managed funds

Data on internally managed non-listed funds is provided by the external data provider SOF and the asset manager Stepstone.

All other internally managed funds are evaluated at item level for taxonomy eligibility and alignment based on data provided by ISS. The same approach is taken for direct investments. Where an internally managed fund contains a third-party fund, the third-party fund is evaluated as follows.

Third-party funds

ISS uses data on the taxonomy eligibility and alignment of third-party funds. UNIQA does not examine the taxonomy eligibility and alignment of the companies within the third-party funds at the individual position level.

Real estate

Compliance with the substantial contribution criteria and the do no significant harm criteria was demonstrated for investment property (economic activities 7.1 New construction and 7.7 Acquisition and ownership of buildings in accordance with the EU taxonomy). For this purpose, a climate risk analysis was carried out for the majority of properties with an energy performance certificate of energy efficiency class C or better. The analysis concerned roughly 77.1 per cent (2024: 74.4 per cent) of investment properties with a combined fair value of approximately €3.0 billion (2024: €3.0 billion). (For more information see the section Climate change in real estate and operational ecology.)

2.1.2.3 Limited data availability or documentation

As an exception to the carrying amounts and various IFRS measurement methods applied when preparing the consolidated financial statements, the taxonomy metrics were calculated across the board on the basis of fair values. The resulting differences to the carrying amounts reported in the consolidated financial statements are mainly from the investment properties partially measured at acquisition costs in the Consolidated Statement of Financial Position and from the associated interests accounted for using the equity method.

2.1.2.4 Additional disclosures pursuant to Annex X of the EU Taxonomy Regulation – KPIs pursuant to Art. 8

All government bonds and bonds from supranational issuers were eliminated from the calculation in accordance with the Delegated Acts to the EU Taxonomy Regulation.

The proportion of exposure to governments, central banks and supranational issuers amounts to 28.9 per cent (2024: 32.1 per cent) with regard to all investments.

2.1.2.5 Additional disclosures related to Annex XII EU Taxonomy Regulation

The following additional disclosures are published on the basis of Delegated Regulation (EU) 2022/1214 amending Commission Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy casting sectors and Commission Delegated Regulation (EU) 2021/2178 as regards specific public notices for these economic activities:

Article 1 lists the amendments to Delegated Regulation (EU) 2021/2139 and Article 2 the amendments to Delegated Regulation (EU) 2021/2178.

Investments in companies with relevant engagement that fall under the scope of the economic activities below are to be reported in the corresponding templates 1–5 provided in Annex XII.

UNIQA publishes the templates for nuclear energy and fossil gases in accordance with Regulation 2022/1214 Annex XII. In so doing, UNIQA has no dedicated financing in the aforementioned areas and does not make targeted investments in companies in the aforementioned activities. The exposure arises from the counterparties' disclosure of the templates.

Based on the revenue key performance indicator (KPI) in the financial year, the share of Taxonomy-aligned activities in the nuclear energy and fossil gases sectors decreased to 0.02 per cent (2024: 0.25 per cent) (Template 2 – denominator perspective). Based on operating expenses, the proportion fell to 0.01 per cent (2024: 0.24 per cent) in the financial year.

2.1.2.6 Comparison with previous year

In 2024, the weighted average value of all investments geared towards or associated with the financing of Taxonomy-aligned economic activities relative to the value of total assets recognised for the purpose of calculating the KPI was 13.00 per cent on a revenue basis, which corresponds to an absolute value of €2,369.0 million). The corresponding figure for the financial year was 14.3 per cent (€2,777.2 million). In terms of CapEx, the figure for the previous year was 1.07 per cent (€195.4 million) compared with 3.6 per cent (€706.7 million) in the financial year. This positive development is partly due to the fact that additional data has been included in the calculation, particularly for bonds with a known use of proceeds (green bonds).

The Taxonomy-aligned activities consist of 82.6 per cent from the real estate and housing sector (2024: 93 per cent), 4.0 per cent from the construction sector (2024: 3 per cent), 6.7 per cent from the energy supply sector (2024: 2 per cent) and 6.7 per cent from the remaining sectors (2024: 2 per cent).

Reporting template: The proportion of the insurance or reinsurance undertaking's investments that are directed at funding, or are associated with, Taxonomy-aligned in relation to total investments

	%		in € million
The weighted average value of all the investments of insurance or reinsurance undertakings that are directed at funding, or are associated with Taxonomy-aligned economic activities relative to the value of total assets covered by the KPI, with following weights for investments in undertakings per below:		The weighted average value of all the investments of insurance or reinsurance undertakings that are directed at funding, or are associated with Taxonomy-aligned economic activities, with following weights for investments in undertakings per below:	
Turnover-based:	14.3	Turnover-based:	2,777.2
CapEx-based:	3.6	CapEx-based:	706.7
The percentage of assets covered by the KPI relative to total investments of insurance or reinsurance undertakings (total AuM). Excluding investments in sovereign entities.		The monetary value of assets covered by the KPI. Excluding investments in sovereign entities.	
Coverage ratio:[1]	71.1	Coverage:[1]	19,425.3

Additional, complementary disclosures: Breakdown of the denominator of the KPI

	%		in € million
The percentage of derivatives relative to total assets covered by the KPI.	0.0	The value in monetary amounts of derivatives.	8.5
The proportion of exposures to financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU:	
For non-financial undertakings:	4.9	For non-financial undertakings:	955.8
For financial undertakings:	10.1	For financial undertakings:	1,957.1
The proportion of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU:	
For non-financial undertakings:	2.1	For non-financial undertakings:	416.8
For financial undertakings:	4.1	For financial undertakings:	796.7
The proportion of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
For non-financial undertakings:	11.1	For non-financial undertakings:	2,160.9
For financial undertakings:	20.2	For financial undertakings:	3,917.4
The proportion of exposures to other counterparties and assets over total assets covered by the KPI:[2]	53.7	Value of exposures to other counterparties and assets:[2]	10,434.2
The proportion of the insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned economic activities:	77.6	The proportion of insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned economic activities:	15,068.8
The value of all the investments that are funding economic activities that are not Taxonomy-eligible relative to the value of the total assets covered by the KPI:[3]		The value of all the investments that are funding economic activities that are not Taxonomy-eligible:[4]	
Turnover-based:	15.7	Turnover-based:	3,049.2
CapEx-based:	13.8	CapEx-based:	2,683.2
The value of all the investments that are funding Taxonomy-eligible economic activities, but not Taxonomy-aligned relative to the value of the total assets covered by the KPI:[3]		The value of all the investments that are funding Taxonomy-eligible economic activities, but not Taxonomy-aligned:[4]	
Turnover-based:	11.8	Turnover-based:	2,285.0
CapEx-based:	8.7	CapEx-based:	1,683.0

Additional, complementary disclosures: Breakdown of the numerator of the KPI

	%		in € million
The proportion of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
For non-financial undertakings:		For non-financial undertakings:	
Turnover-based:	1.7	Turnover-based:	338.0
CapEx-based:	2.8	CapEx-based:	540.1
For financial undertakings:		For financial undertakings:	
Turnover-based:	0.5	Turnover-based:	94.6
CapEx-based:	0.5	CapEx-based:	103.0
The proportion of the insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned economic activities:		Value of insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned economic activities:	
Turnover-based:	14.0	Turnover-based:	2,713.5
CapEx-based:	3.3	CapEx-based:	641.0
The proportion of Taxonomy-aligned exposures to other counterparties and assets over total assets covered by the KPI:[5]		Value of Taxonomy-aligned exposures to other counterparties and assets over total assets covered by the KPI:[5]	
Turnover-based:	11.8	Turnover-based:	2,286.7
CapEx-based:	0.0	CapEx-based:	5.8

Breakdown of the numerator of the KPI per environmental objective

Taxonomy-aligned activities – provided 'do no significant harm' (DNSH) and social safeguards positive assessment:

		%		%		%
(1) Climate change mitigation[6]			(a) Transitional activities:		(b) Enabling activities:	
	Turnover:	2.3	Turnover:	0.1	Turnover:	0.8
	CapEx:	3.4	CapEx:	0.1	CapEx:	0.8
(2) Climate change adaptation[6]			(a) Transitional activities:		(b) Enabling activities:	
	Turnover:	11.9	Turnover:	0.0	Turnover:	0.0
	CapEx:	0.1	CapEx:	0.0	CapEx:	0.0
(3) Sustainable use and protection of water and marine resources					(b) Enabling activities:	
	Turnover:	0.0			Turnover:	0.0
	CapEx:	0.0			CapEx:	0.0
(4) Transition to a circular economy					(b) Enabling activities:	
	Turnover:	0.0			Turnover:	0.0
	CapEx:	0.0			CapEx:	0.0
(5) Pollution prevention and control					(b) Enabling activities:	
	Turnover:	0.0			Turnover:	0.0
	CapEx:	0.0			CapEx:	0.0
(6) Protection and restoration of biodiversity and ecosystems					(b) Enabling activities:	
	Turnover:	0.0			Turnover:	0.0
	CapEx:	0.0			CapEx:	0.0

1) Reference is made to the Consolidated Statement of Financial Position of UNIQA Insurance Group AG (investment property, investments accounted for using the equity method, other investments, unit-linked and index-linked life insurance investments) with reference to the chapter: Limited data availability or documentation.
2) In the absence of further details from the Commission, other counterparties are declared to be entities which cannot or cannot clearly be classified as reporting for the purposes of non-financial reporting.
3) In addition to the standard requirement, this is broken down into turnover-based % and CapEx-based %.
4) In addition to the standard requirement, this is broken down into turnover-based monetary amounts and CapEx-based monetary amounts.
5) Other counterparties include investment properties and investments in third-party funds.
6) To make the figures easier to read and understand, the breakdown of Taxonomy-aligned activities in climate change mitigation and climate change adaptation is reported as the actual proportion of Taxonomy-aligned KPIs.

Reporting template 1 Nuclear energy and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	Yes
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	Yes
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	Yes
Row	**Fossil gas related activities**	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	Yes
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	Yes
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	Yes

Reporting template 2 Taxonomy-aligned economic activities (denominator)

			Amount and proportion (figures in monetary amounts and percentages)					
			CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation	
Row	Economic activities		in € million	%	in € million	%	in € million	%
1.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
2.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.1	0.0	0.1	0.0	0.0	0.0
		CapEx-based	0.1	0.0	0.1	0.0	0.0	0.0
3.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	3.0	0.0	3.1	0.0	0.0	0.0
		CapEx-based	2.0	0.0	2.2	0.0	0.0	0.0
4.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
5.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.1	0.0	0.1	0.0	0.0	0.0
6.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
7.	**Amount and proportion of other Taxonomy-aligned economic activities not referred to in rows 1 to 6 in the denominator of the applicable KPI**	Turnover-based	2,752.7	14.2	445.6	2.3	2,307.1	11.9
		CapEx-based	679.8	3.5	657.0	3.4	22.6	0.1
8.	**Total applicable KPI**	Turnover-based	2,755.9	14.2	448.8	2.3	2,307.6	11.9
		CapEx-based	682.0	3.5	659.4	3.4	22.6	0.1

Reporting template 3 Taxonomy-aligned economic activities (numerator)

			Amount and proportion (figures in monetary amounts and percentages)					
			CCM + CCA		Climate change mitigation		Climate change adaptation	
Row	Economic activities		in € million	%	in € million	%	in € million	%
1.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
2.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	Turnover-based	0.1	0.0	0.1	0.0	0.0	0.0
		CapEx-based	0.1	0.0	0.1	0.0	0.0	0.0
3.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	Turnover-based	3.0	0.1	3.1	0.1	0.0	0.0
		CapEx-based	2.0	0.3	2.2	0.3	0.0	0.0
4.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
5.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.1	0.0	0.1	0.0	0.0	0.0
6.	Amount and proportion of Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
7.	**Amount and proportion of other Taxonomy-aligned economic activities not referred to in rows 1 to 6 in the numerator of the applicable KPI**	Turnover-based	2,752.7	99.9	445.6	16.2	2,307.1	83.7
		CapEx-based	679.8	99.7	657.0	96.3	22.6	3.3
8.	**Total amount and proportion of Taxonomy-aligned economic activities in the numerator of the applicable KPI**	Turnover-based	2,755.9	100.0	448.8	16.3	2,307.1	83.7
		CapEx-based	682.0	100.0	659.4	96.7	22.6	3.3

Reporting template 4 Taxonomy-eligible but not taxonomy-aligned economic activities

Row	Economic activities		Amount and proportion (figures in monetary amounts and percentages)					
			CCM + CCA		Climate change mitigation		Climate change adaptation	
			in € million	%	in € million	%	in € million	%
1.	Amount and proportion of Taxonomy-eligible but not Taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
2.	Amount and proportion of Taxonomy-eligible but not Taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0	0.0	0.0	0.0	0.0
		CapEx-based	0.0	0.0	0.0	0.0	0.0	0.0
3.	Amount and proportion of Taxonomy-eligible but not Taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.3	0.0	0.0	0.0	0.1	0.0
		CapEx-based	0.1	0.0	0.1	0.0	0.0	0.0
4.	Amount and proportion of Taxonomy-eligible but not Taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	4.0	0.0	0.0	0.0	1.5	0.0
		CapEx-based	1.5	0.0	1.5	0.0	0.4	0.0
5.	Amount and proportion of Taxonomy-eligible but not Taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	7.9	0.0	0.0	0.0	3.3	0.0
		CapEx-based	3.3	0.0	3.3	0.0	0.0	0.0
6.	Amount and proportion of Taxonomy-eligible but not Taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.2	0.0	0.0	0.0	0.3	0.0
		CapEx-based	0.3	0.0	0.0	0.0	0.0	0.0
7.	**Amount and proportion of other Taxonomy-eligible but not Taxonomy-aligned economic activities not referred to in rows 1 to 6 in the denominator of the applicable KPI**	Turnover-based	1,762.2	9.1	1,087.6	5.6	681.8	3.5
		CapEx-based	785.9	4.0	778.0	4.0	7.8	0.0
8.	**Total amount and proportion of Taxonomy-eligible but not Taxonomy-aligned economic activities in the denominator of the applicable KPI**	Turnover-based	1,774.6	9.1	1,087.6	5.6	687.0	3.5
		CapEx-based	791.0	4.1	782.8	4.0	8.2	0.0

Reporting template 5 Taxonomy non-eligible economic activities

Row	Economic activities		in € million	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0
		CapEx-based	0.0	0.0
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0
		CapEx-based	0.4	0.0
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	Turnover-based	1.0	0.0
		CapEx-based	0.4	0.0
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.1	0.0
		CapEx-based	0.1	0.0
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0
		CapEx-based	0.0	0.0
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	Turnover-based	0.0	0.0
		CapEx-based	0.0	0.0
7.	**Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 in the denominator of the applicable KPI**	Turnover-based	3,047.9	15.7
		CapEx-based	2,682.3	13.8
8.	**Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI**	Turnover-based	3,049.2	15.7
		CapEx-based	2,683.2	13.8

2.2 CLIMATE CHANGE (E1)

2.2.1 Transition plan for climate change mitigation (E1-1)

2.2.1.1 UNIQA on the journey to climate transition

In light of the need to rapidly implement targeted, streamlined actions to address climate transition and reduce CO_2 emissions, the climate strategy represents the centrepiece of the UNIQA sustainability strategy. As an insurance company, UNIQA assumes responsibility for both direct and indirect emissions resulting from financing, investments and property insurance policies. The aim is to align the business model with the targets agreed under the Paris Agreement.

UNIQA recognises that the transition to a net-zero economy requires time, commitment and innovation. For this reason, UNIQA is committed to regularly reviewing progress and to working on plans and actions to reach the goal of achieving net-zero emissions in the insurance business and in its own operations by 2040 in Austria and by 2050 Group-wide across all business segments (investment, insurance, own operations).

Net-zero emissions are defined as the reduction of GHG emissions from operations (Scopes 1, 2 and 3) to zero at best or to a residual level that is compatible with achieving net-zero emissions at global or sectoral level in corresponding scenarios or sector paths within the framework of the targets set forth in the Paris Agreement, and as the offsetting of all residual emissions by the net-zero target year and all GHG emissions subsequently released into the atmosphere. UNIQA's net-zero target does not currently meet ESRS definitions because no target has yet been set for emissions reductions in 2040 or 2050, only interim targets. Activities are currently focused on significantly reducing gross emissions in line with defined reference trajectories. Actions to offset remaining residual emissions in the planned net-zero target year have yet to be defined.

To achieve the stated goal, UNIQA has developed decarbonisation measures, strategies, standards and guidelines specific to the core business and developed a Group-wide transition plan. The adoption of the UNIQA decarbonisation policy in 2019 was the first major step towards the climate transition. The policy entailed the phase-out of coal in both the investment and the insurance business and led to the development of a comprehensive sustainability strategy. This strategy was rolled out at the end of 2020 and reinforced in 2021 by the accession of UNIQA to the Net-Zero Asset Owner Alliance (NZAOA) and the Austrian Green Finance Alliance (GFA). In addition, the interim climate targets were validated by the Science Based Targets Initiative (SBTi) in 2023. Group-wide interim climate targets for four areas of the investment portfolio were validated along with those for the Group's own operations. This represents a significant step for UNIQA towards optimising the alignment of the portfolio and the GHG emissions of the Group's own operations with the targets set forth in the Paris Agreement.

"UNIQA on the Journey to Climate Transition" marks one of the first steps towards a transition plan and outlines the approach and future actions for achieving a comprehensive climate transition. As sustainability is a core aspect of the new strategy programme, UNIQA 3.0 – Growing Impact, which entered into force in 2025, and owing to the fact that the UNIQA sustainability strategy pursues a holistic approach that unites economic ambition with a clear commitment to the environment and society, corresponding targets and actions have also been defined. Specific to the core business, the targets and actions of these strategies are aligned with established international and national frameworks and, like the transition plan, are continually reviewed and refined. Integration of these targets and actions into financial planning is currently in progress and will be accelerated in 2026 through detailed planning for the achievement of interim targets. "UNIQA on the Journey to Climate Transition" was developed in consultation with the various company divisions, adopted by the Management Board in October 2024 and published in December 2024. As part of the new strategy programme, UNIQA aims to define specific action plans by 2028 for achieving the set interim targets and thereby complete the transition plan. Current progress on the topic of climate transition is presented in the sub-sections on ESRS E1 "Climate change".

Although offsetting of residual emissions will be necessary in the future to achieve net-zero emissions, at present UNIQA is focusing on reducing and mitigating GHG emissions with respect to all actions and targets. Accordingly, the primary focus is on avoiding the consumption of (fossil fuel) energy and the associated emissions from greenhouse gases to the greatest possible extent as well as reducing the fossil fuel share and replacing energy sources with sustainable alternatives. Comprehensive decarbonisation plans and strategies are already in place in this regard. As a result, no offsetting measures are being introduced for the time being. UNIQA does not currently use an internal carbon price.

As a company focused on insurance, UNIQA does not invest directly in assets related to the production or processing of coal, crude oil or natural gas. Long-term investments in these sectors are therefore not reported. Investments in investment products from companies that operate in the coal, oil or natural gas sectors and insurance coverage for corresponding companies are indirectly linked to the production or processing of fossil fuels. According to the decarbonisation strategy, an exit plan has been established in relation to fossil fuels, which is described in the sub-section on climate-related topics in investment. UNIQA is not exempt from the EU benchmarks set forth in the Paris Agreement in accordance with the EU Benchmark Regulation.

2.2.1.2 Progress on the transition plan in the financial year

During the financial year, GHG emissions data was analysed in detail across the Group and a guidance document was developed for all Group companies that focuses on the transition to green electricity as the area with the greatest leverage for reducing Scope 2 GHG emissions. Detailed plans for the electrification of the vehicle fleet have been in place since 2025. UNIQA is therefore on track to achieve its targets of completely transitioning to electric vehicles in Austria by 2030 and making 20 per cent of its international fleet electric by 2030. Building on this, a detailed planning process will commence in 2026 in order to systematically evaluate the achievement of the SBTi-validated Scope 1 and 2 target (-42 per cent by 2030 compared with 2021) and to define action. UNIQA joined PCAF in 2025 to improve the quality of data on financed GHG emissions. In parallel, new target-setting methods such as the SBTi FINZ (Financial Institution Net-Zero) standard and metrics for portfolio-related emission performance (iPEPs) from the Environment Agency Austria are being evaluated for the underwriting portfolio. Following the entry into force of additional criteria in the financial year (5 per cent threshold for investments in the coal and oil sectors; no new insurance contracts with natural gas companies that generate more than 30 per cent of their revenue from activities in the natural gas sector), the phase-out of fossil fuels is progressing as planned. Engagements with companies in which UNIQA invests are successful and promote decarbonisation in key portfolio positions. The internal evaluation of the SBTi targets for investments confirms that UNIQA is on course to achieve its goals. No adjustments to the content of the transition plan were necessary.

In 2025, an ESG Customer Strategy was developed and rolled out for the international UNIQA insurance companies to supplement the ESG Retail Strategy applicable in Austria. It focuses on the product development process, preventing climate risk, social issues and consulting approaches. The aim behind this is to support customers affected by corresponding climate-related impacts and risks. The ESG Customer Strategy drives the entire retail business forward in terms of ESG, while leaving scope for local action and implementation options. This leeway is necessary due to the variation in the retail business across international UNIQA insurance companies.

Details on the progress made to date can be found in the respective sub-sections.

2.2.1.3 Transition plan for investment

UNIQA's investment strategy follows the principles of sustainability, the Paris Agreement and the overarching goal of achieving net-zero emissions across the Group by 2050. An analysis of the portfolio based on CO_2 emissions is used to identify climate risks and opportunities at an early stage and to assess the willingness of emitters to embrace the transformation in line with the targets set forth in the Paris Agreement. Sustainable investments contribute to financing the transformation, reducing our exposure to ESG risks and increasing sustainability-related opportunities.

The weighted average carbon intensity (WACI) and carbon footprint trajectory entails reductions of 60 per cent in the WACI and 48 per cent in the carbon footprint by 2030 compared with the 2021 base year, in line with recommendations from the Intergovernmental Panel on Climate Change (IPCC). UNIQA's validated SBTi targets confirm efforts to limit global warming to 1.5°C.

Several decarbonisation levers for reaching net zero have been identified:

- **Decarbonisation strategy:** Phase-out of fossil fuels and nuclear energy by 2035. New investments in coal, oil and natural gas will be gradually curtailed and eventually discontinued altogether.
- **Reducing emissions intensity:** Managing portfolio efficiency gradually reduces the GHG emissions intensity of investments.
- **Promoting SBTi targets:** UNIQA helps emitters set their own science-based climate targets.

Emitters that contribute to reducing emissions or social projects are financed through sustainable investments. These investments are broken down into the following categories: green, social and sustainability bonds, SFDR Article 9 funds, and sustainable infrastructure projects and technologies. Engagement activities are designed to promote decarbonisation efforts among companies and prevent divestments wherever possible. In the financial year, the value of sustainable investments came to €2.5 billion. UNIQA has therefore achieved its target.

To minimise the risk of residual emissions from individual companies in which UNIQA invests by 2050, the emissions in question should ideally be offset by the companies themselves. The net zero by 2050 investment target requires any remaining emissions to be offset through carbon credits. In order to reduce the financial risk, work is underway on a gradual phase-out of investments in fossil fuels and nuclear energy. Targeted engagement activities have also been undertaken with the companies since 2022. The focus is on companies that together account for 65 per cent of UNIQA's financed emissions. In addition to the engagement activities, a limit system has been established for direct investments in GHG-intensive emitters. Investments are only permitted if at least one of the following criteria is met:

- The investment takes the form of a green, social or sustainability bond.
- The emitter has committed to a plan to reduce GHG emissions.
- The emitter has obtained an above-average ESG status from ISS.
- The investment has been approved by the Asset Liability Management Committee.

At this point in time, UNIQA has not yet developed specific targets or plans for the development of Taxonomy-eligible and Taxonomy-aligned revenues, CapEx or OpEx. Further developments on this topic will be monitored on an ongoing basis and taken into account as necessary in future strategy adjustments.

The transition plan with regard to investments is set out in the UNIQA Group Responsible Investment Guideline approved by the Management Board. Progress on the implementation of the transition plan for investment and the actions taken are described in detail in the sub-sections on climate-related topics in investment.

2.2.1.4 Transition plan in corporate business

UNIQA's strategy in the corporate business follows the principles of climate change mitigation, the Paris Agreement and the overarching goal of achieving net-zero emissions in Austria by 2040 and across the Group by 2050. The main strategic goals include reducing GHG emissions, strengthening customer resilience to climate-related risks and producing sustainable product solutions. A comprehensive sustainability risk assessment is used to identify climate-related risks and opportunities and foster customer willingness to transform their business activities.

UNIQA has identified several decarbonisation levers for reaching net zero in the corporate business:

- **Fossil fuel phase-out:** UNIQA is pursuing a gradual exit strategy from fossil fuel transactions. Since 2024, no new contracts are concluded with companies active in the crude oil sector, and this has also applied to companies in the natural gas sector since 2025. Exceptions are granted for companies that pursue science-based climate targets in line with the Paris Agreement.
- **Expansion of the renewable energy business:** UNIQA actively supports the expansion of renewable energy and offers dedicated insurance solutions for companies in the wind, solar and hydropower sector. The aim behind this is to contribute to the transition to zero-carbon energy and increase customer resilience.
- **Engagement with carbon-intensive customers:** Since 2024, UNIQA has conducted an annual analysis of the top ten GHG emitters in each market to subsequently initiate targeted measures to reduce emissions. This approach to reducing emissions requires closer engagement with customers in carbon-intensive sectors to help them in their climate transformation and ensure that they remain on track to meet the targets set forth in the Paris Agreement.

To meet growing market demand, the development of innovative sustainability products is encouraged in the corporate business.

As part of the decarbonisation strategy, interim targets were set to reduce insurance-associated Scope 3 emissions by 2040 for Austria and by 2050 for the other countries in which UNIQA operates. These five-year interim targets support the implementation of the climate strategy. Due to a lack of methodological guidelines and standards, it is currently not possible to assess the climate targets in the corporate business in terms of alignment with the targets set forth in the Paris Agreement.

The transition plan is integrated into the UNIQA Group ESG Underwriting Standard and was approved by the Management Board. Responsibility for compliance and implementation of the transition plan rests with the management functions responsible for the Corporate Business & Affinity business segment at both UNIQA Austria and UNIQA International.

Any need to adapt the strategy is monitored on an ongoing basis and integrated into future implementation measures as required. Progress on the implementation of the transition plan and the actions taken are reviewed on an ongoing basis and described in detail in the sub-sections on climate-related topics in corporate business.

2.2.1.5 Transition plan in the retail business

Climate change adaptation and mitigation are two of the key elements of UNIQA's sustainability strategy for the retail business. The aim in this regard is to address risks and opportunities arising from the Group-wide climate transition with sustainably designed retail products, and to achieve net-zero emissions in the insurance business by 2040 in Austria and by 2050 across the Group. In addition to climate change adaptation, energy and CO_2 emissions play an important role here.

CO_2 emissions caused by customers have been identified as a decarbonisation lever. Decarbonisation in the retail business is being driven, among other things, by incentivising sustainable mobility. This includes, for example, e-coverage, namely insurance coverage developed especially for electric vehicles, and the carbon pricing model for the new motor vehicle sales product. Launched in Austria, this product offers price reductions for low-consumption vehicles. The establishment of framework conditions for sustainable product development marks an important step in the transition of the retail business toward net-zero emissions. Climate change adaptation, promoting renewable energy and reducing emissions as well as focusing on diversity and inclusion are enshrined in the product development process in Austria through an additional internal guideline. ESG features will be integrated into future products to promote preventive measures by customers and increase their resilience against climate-related damage and extreme weather events. The content of the ESG Customer Strategy is aligned with the ESG Retail Strategy for Austria and prioritises sustainable and innovative product development as well as raising employee awareness in this area. The strategy applies to UNIQA insurance companies outside of Austria. As of 2026, the internal guideline for anchoring sustainability in the product development process will also be available on the international market for local implementation.

Within all those aspects, UNIQA attaches great importance to continually raising awareness of sustainability among its sales employees. Targeted training courses and awareness programmes in sales give sales employees access to information to ensure they are optimally prepared for consultations. In addition, the consulting approach is designed to ensure customers are always offered sustainable products suited to their needs. UNIQA relies on extensive market research to support this, in order to respond to market changes, identify trends early on and optimally meet the sustainability demands of customers.

In this context, UNIQA is working on establishing a quantitative assessment and target setting for the pillars of the sustainability strategy in the retail business. The first step involves creating a database that will serve as a basis for future target setting.

Various measures related to the defined decarbonisation levers are already being implemented across the Group. Please consult the chapter on climate-related topics in retail business for more information.

Progress on the implementation of the transition plan in retail business and the actions taken are described in detail in the sub-sections on climate-related topics in retail business.

2.2.1.6 Transition plan for UNIQA's real estate and vehicle fleet

The goal in this regard is to achieve net-zero emissions for owner-occupied properties held by UNIQA, for investment properties and for the vehicle fleet in Austria by 2040 and in the other countries in which UNIQA operates by 2050. The Paris Agreement forms the basis for the sustainable management of the real estate portfolio. As part of the Science Based Targets Initiative (SBTi), UNIQA has therefore committed to an interim target that has been successfully validated. This reduction pathway aligns with the 1.5°C global warming limit target pursuant to the SBTi.

UNIQA's primary decarbonisation levers in relation to owner-occupied properties and investment properties are its use of renewable energy, transitioning to sustainable heating systems such as heat pumps, district heating or biomass heating, expanding the use of certified green electricity and increasing energy efficiency. Electrification of the vehicle fleet constitutes another lever in terms of operational ecology.

For several years now, the decarbonisation of real estate has been actively promoted through thermal and structural renovation, energy monitoring, optimising heating, air-conditioning and ventilation systems, and transitioning to sustainable lighting and cooling. The experience gained and lessons learned from measures implemented to date will provide the basis for the future implementation of ESG-related actions.

The real estate portfolio consists of various asset classes within the real estate sector and ranges from traditional Viennese apartment blocks to premium office properties. The types of heating systems used in these buildings also vary. The relevant share of sustainable heating systems such as district heating and heat pumps is to be continuously increased, while the share of oil and gas heating is to be reduced.

UNIQA also relies on e-mobility as the central decarbonisation lever, with the aim of transitioning to an entirely electric vehicle fleet in Austria by 2030 and Group-wide by 2040. The interim target is for 20 per cent of the international vehicle fleet to be electric by 2030.

Progress on the implementation of the transition plan for properties and vehicles as well as the actions taken are described in detail in the sub-sections on climate-related topics in relation to real estate and operational ecology.

2.2.2 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

The following table provides an overview of the GHG emissions directly or indirectly attributable to UNIQA's economic activities. It covers emissions from various sources and activities within the company. The emissions are broken down into Scope 1, Scope 2 and Scope 3 categories and are based on specific sources and calculation methodologies.

Scope 1 and 2 emissions: Includes emissions from owner-occupied and downstream leased properties and the vehicle fleet. Scope 2 emissions are reported using a market-based and location-based method. UNIQA is not covered by regulated emissions trading schemes. An SBTi-validated interim climate target has been set for Scope 1 and Scope 2 emissions from owner-occupied properties and the vehicle fleet. It calls for a 42 per cent reduction in emissions by 2030 compared with 2021.

Scope 3 emissions: Includes financed emissions from investments in corporations and government bonds (Category 15) in accordance with Part A of the PCAF Standard. UNIQA has not defined any interim targets for financed emissions. However, comprehensive targets including SBTi-validated targets for investments are presented in the sub-section on climate-related topics in investment. Other Scope 3 categories according to the GHG protocol have been analysed and classified as not material on the basis of their extent. UNIQA continually monitors the materiality of additional Scope 3 categories. In addition to the emissions in Scope 3.15, UNIQA also reports on insurance-associated emissions from the corporate business and vehicle-related emissions for the retail business in accordance with Part C of the PCAF Standard. These emissions are not presented in the table but instead reported in the sub-sections on climate-related topics in the corporate business and retail business.

The pro rata emissions arising from UNIQA's holding in STRABAG SE accounted for in accordance with the equity method are reported within the scope of the financed emissions (Scope 3.15) and within the corresponding targets.

The prior-year figures for financed emissions from investments in companies as well as the total energy consumption of the properties have been recalculated and restated. Details can be found in the sections Climate change in investment and Climate change in real estate and operational ecology.

The share of Scope 3 GHG emissions calculated on the basis of primary data is 74.5 per cent (2024 restated: 36.2 per cent; 2024 published: 44.1 per cent).

Scope 1 biogenic emissions from the combustion or biological degradation of biomass are as follows: 297 tonnes of CO_2 (2024 restated: 194 tonnes of CO_2; 2024 published: 110 tonnes of CO_2). Scope 2 biogenic emissions (market and location-based) came to 14,895 tonnes of CO_2 (2024 restated: 14,774 tonnes of CO_2; 2024 published: 17,725 tonnes of CO_2). Owing to the limited availability of data, reported Scope 2 GHG emissions of biogenic CO_2 accounted for using the location-based method are the same as the emissions accounted for using the market-based method. Due to limited data availability, Scope 3 biogenic emissions could not be calculated and reported.

The detailed calculation methodologies and assumptions, scope and specific sources of emission factors are discussed in the relevant sub-sections.

	Retrospective					Milestones and target years		
	Base year	2024 published	2024 restated	2025	Dev. to PY in %	2030	2050	Annual % of target/ base year
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions (t CO_2e)	n/a[2]	21,435	20,788	18,540	–10.8	–42 %[1]	n/a	–15.9 %
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	n/a	0 %	0 %	0 %	0.0	n/a	n/a	n/a
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions (t CO_2e)	n/a[2]	33,236	24,532	26,672	8.7	n/a	n/a	n/a
Gross market-based Scope 2 GHG emissions (t CO_2e)	n/a[2]	19,581	13,504	13,085	–3.1	–42 %[1]	n/a	–15.9 %
Scope 3 GHG emissions								
Total Gross indirect (Scope 3) GHG emissions (t CO_2e)	n/a	6,444,779	6,198,289	5,927,010	–4.4	n/a	n/a	n/a
1 Purchased goods and services	Not a significant Scope 3 category							
2 Capital goods	Not a significant Scope 3 category							
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	Not a significant Scope 3 category							
4 Upstream transportation and distribution	Not a significant Scope 3 category							
5 Waste generated in operations	Not a significant Scope 3 category							
6 Business travel	Not a significant Scope 3 category							
7 Employee commuting	Not a significant Scope 3 category							
8 Upstream leased assets	Not a significant Scope 3 category							
9 Downstream transportation	Not a significant Scope 3 category							
10 Processing of sold products	Not a significant Scope 3 category							
11 Use of sold products	Not a significant Scope 3 category							
12 End-of-life treatment of sold products	Not a significant Scope 3 category							
13 Downstream leased assets	Not a significant Scope 3 category							
14 Franchises	Not a significant Scope 3 category							
15 Investments	n/a	6,444,779	6,198,289	5,927,010	–4.4	n/a	n/a	n/a
Total GHG emissions								
Total GHG emissions (location-based) (t CO_2e)	**n/a**	**6,499,450**	**6,243,608**	**5,972,222**	**–4.3**	**n/a**	**n/a**	**n/a**
Total GHG emissions (market-based) (t CO_2e)	**n/a**	**6,485,795**	**6,232,581**	**5,958,635**	**–4.4**	**n/a**	**n/a**	**n/a**

1) The UNIQA science-based target does not differentiate between Scope 1 and Scope 2 emissions and is limited to emissions from owner-occupied properties and the vehicle fleet.
2) The UNIQA science-based target is limited to owner-occupied properties and the vehicle fleet. The table also includes emissions from investment property. Therefore, the base value and the target achievement are indicated in the chapter Climate change in real estate and operational ecology.

The premiums written were used as a benchmark for net revenue when calculating the GHG intensity for net revenue. The premiums written are specified in the Performance section of the "UNIQA Group key figures" table in the "Group business development" section.

GHG emissions intensity per net revenue (premiums written)

	2025	2024 restated	2024 published
Total GHG emissions (location-based) per net revenue (t CO_2e/€ million revenue)	715	796	829
Total GHG emissions (market-based) per net revenue (t CO_2e/€ million revenue)	713	795	827

2.3 CLIMATE CHANGE IN INVESTMENT

2.3.1 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

UNIQA has identified several material impacts and risks associated with investments with regard to climate change adaptation. Material negative impacts arise from UNIQA failing to sufficiently leverage its position as a provider of capital to support the achievement of sustainability targets and the implementation of sustainable strategies. This may result in companies having little incentive to take effective action with regard to climate change adaptation. The transition to a more sustainable economy could also reduce investor willingness to invest in certain companies, potentially undermining their corporate value. UNIQA's assets, liabilities, financial position and profit or loss could be adversely affected as a result, with the worst-case scenario potentially leading to stranded assets. Companies that operate in carbon-intensive and energy-intensive sectors are most likely to be affected by these negative impacts. Likewise, companies with business models closely intertwined with the production or processing of fossil fuels face significant challenges. UNIQA addresses these climate-related transition risks with a number of different policies and actions designed to both significantly reduce the impacts of GHG emissions and minimise the financial risk for UNIQA. The company has therefore adopted a proactive and sustainable approach to addressing both environmental and economic challenges.

2.3.2 Policies related to climate change mitigation and adaptation (E1-2)

The UNIQA Group Responsible Investment Guideline governs the requirements applicable to sustainable investments. The guideline sets out the general conditions governing sustainable investment for direct investments in companies and governments as well as in public third-party funds. Ultimate responsibility for implementing the strategies described below lies with the Head of Asset Management.

Decarbonisation strategy and nuclear energy with regard to investments

According to the decarbonisation strategy, UNIQA aims to phase out coal and crude oil by 2030 at the latest, and natural gas and nuclear energy by 2035 at the latest, and to continually reduce the weighted average carbon emission intensity (WACI) of investments. Reducing the carbon footprint of the investment portfolio is intended to further support the path to decarbonisation. Both the WACI and the carbon footprint decarbonisation targets adhere to the NZAOA mitigation path recommendations based on the assessment of the 1.5°C no/limited overshoot scenario set forth by the Intergovernmental Panel on Climate Change (IPCC) and accordingly also align with the Paris Agreement. By adopting this strategy, UNIQA aims to significantly reduce emissions intensity and exposure to fossil fuels and nuclear energy. The regulated phase-out of fossil fuels will reduce the risk of stranded assets and thereby help to preserve the value of investments.

The decarbonisation strategy comprises the following milestones:

Coal

- Roll-out of coal exclusion criteria since 2019
- Since April 2022, no investments in third-party investment funds that hold positions in any company whose involvement in thermal coal mining exceeds 10 per cent of its revenue
- Since 2025, no direct investments or financing of companies or projects that generate more than 5 per cent of revenue from activities in the coal sector, including coal production (extraction), processing and electricity generation. In addition, a separate revenue threshold of 5 per cent applies to the generation of heat from coal.

Oil

- Since 2023, no direct investments or financing of new unconventional oil projects (shale oil, oil sands and Arctic oil) involving activities in the oil sector, including oil production (extraction), processing, energy (power and heat) generation
- Since 2025, no new direct investments in or provision of new financing to conventional projects or companies that generate more than 30 per cent of revenue from activities in the oil sector, including oil production (extraction), processing and electricity generation. In addition, a separate revenue threshold of 30 per cent applies to the generation of heat from crude oil.

- By the end of 2030, UNIQA will have phased out all direct investments in companies and projects that generate more than 5 per cent of revenue from activities in the oil sector, including oil production (extraction), processing and energy (power and heat) generation.
- Issuers with SBTi-certified climate reduction targets are exempt.

Natural gas

- As of 2026, UNIQA will not make new direct investments in or provide new financing to natural gas projects or for companies that generate more than 30 per cent of their revenue from activities in the natural gas sector, including gas production (extraction), processing and electricity generation. In addition, a separate revenue threshold of 30 per cent applies to the generation of heat from gas.
- By the end of 2035, UNIQA will have phased out all direct investments in companies and projects that generate more than 5 per cent of their revenue from activities in the natural gas sector, including gas production (extraction), processing and energy (power and heat) generation.
- Exceptions apply to companies with SBTi-certified targets or full taxonomy alignment from revenue or CapEx. Projects are exempt if they show full taxonomy alignment from revenue or CapEx.

Nuclear energy

- Since 2025, no new direct investments in or provision of new financing for new projects in the energy sector that use nuclear fission to expand nuclear power infrastructure.
- By the end of 2035, UNIQA will have phased out all direct investments in companies that generate more than 5 per cent of their revenue from activities in the energy sector that use nuclear fission and from all projects whose purpose is to produce energy from nuclear fission.
- Exceptions are granted for companies with SBTi certified targets in place or companies that conduct fully EU Taxonomy-aligned activities in terms of revenue and CapEx. Projects are exempt if they show full taxonomy alignment from revenue or CapEx.

Engagement strategy

As stipulated in the UNIQA Group Responsible Investment Guideline, the engagement strategy at UNIQA incorporates both proactive and reactive engagement.

Proactive engagement involves direct bilateral engagement with individual investee companies. Bilateral discussions are held with ESG managers at the respective companies to achieve progress on their specific targets.

The aim behind bilateral engagement is to support and assist these companies in significantly reducing their emissions, exercising more sustainable business practices and increasing their transparency through disclosures. This strategy is based on the conviction that targeted actions at the companies with the highest GHG emissions will have the greatest positive impact on UNIQA's climate targets.

As part of this engagement, the company is focusing on the following areas to promote climate change mitigation:

- Implementation of a governance framework that defines climate risk responsibilities and supervisory duties
- Taking action to reduce GHG emissions across the entire value chain in line with the targets set forth in the Paris Agreement and to set SBTi-validated targets, if not already in place
- Transparent disclosures to demonstrate the resilience of the corporate strategy in various climate scenarios

Reactive engagement refers to the collaborative engagement that UNIQA pursues as part of its membership in the Climate Action 100+ (CA 100+) investor initiative. As part of the initiative, a group of international investors reach out to the world's 169 largest corporate greenhouse gas emitters to align their climate strategy and reporting with science-based climate targets.

ISS enables investors to engage with companies that commit serious and structural violations of normative criteria in the fields of corporate governance, human and labour rights, the environment, or bribery and corruption, or fail to take measures to adequately respond to these violations and to take countermeasures with engagement based on standards. Corresponding violations include, in particular, violations of the principles of the UN Global Compact (UNGC) and of the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Strategy for sustainable investments

UNIQA finances companies that make a contribution to reducing emissions or to social projects. The sustainability classifications of green, social and sustainability bonds according to International Capital Market Association (ICMA) principles are applied in this regard. Funds classified as Article 9 funds under the EU Sustainable Finance Disclosure Regulation (SFDR) are also included in the list of sustainable investments. Article 9 funds constitute investments that pursue a sustainability objective as defined by SFDR. Investments are also made in infrastructure projects, such as renewable energy projects, that positively contribute to at least one Sustainable Development Goal (SDG) without adversely affecting other goals. The Sustainable Investment Strategy is set out in the UNIQA Group Responsible Investment Standard. Sustainable investments are reviewed by the Risk Management team on a regular basis. Sustainable investments contribute to climate change adaptation, in particular by supporting infrastructure projects in the renewable energy segment. Sustainable investments are not assessed based on their emissions, but rather according to their transformation potential.

Governance

The Responsible Investment Steering Committee reviews implementation of the Group Responsible Investment Guideline at least once a year. Chaired by the Head of Asset Management, the committee is made up of the heads of Group Asset Management, representatives from the Asset Management and Portfolio Management ESG teams and representatives from the Group ESG Office. The committee is informed about the status of ESG activities in annual reports. Information on recent developments and progress is also shared at in-house meetings with the Head of Asset Management. The Asset Management ESG team maintains an ongoing dialogue with the Group ESG Office, which coordinates the overarching sustainability strategy.

2.3.3 Actions and resources in relation to climate change policies (E1-3)

Targeted decarbonisation, commitments, risk assessments and sustainable investments help to promote a climate-friendly transformation and strengthen the portfolio's ESG performance. The following section explores the specific measures taken by UNIQA to actively contribute to reducing emissions in relation to investments.

Decarbonisation

Current direct investment volumes and financed emissions in the following activities in the coal, oil and natural gas sectors that exceed the respective revenue thresholds are summarised in the list below:

- €2.1 million (2024: €8.1 million) and 10,854 t CO_2e (2024: 84,446 t CO_2e) in companies that generate >5 per cent of their revenue from activities in the coal sector (production, processing, power and heat generation)
- €61.8 million (2024: €88.0 million) and 261,027 t CO_2e (2024: 385,861 t CO_2e) in companies that generate >30 per cent of their revenue from activities in the crude oil sector (production, processing, power and heat generation)
- €34.1 million (2024: €55.0 million) and 60,210 t CO_2e (2024: 107,166 t CO_2e) in companies that generate >30 per cent of their revenue from activities in the natural gas sector (production, processing, power and heat generation)
- No exposure to companies that generate >30 per cent of their revenue from exploration for all fossil energy sources (coal, oil, natural gas)

Due to improved data quality controls, an error was identified in the prior-year figures for direct investment volumes in companies that generate >30 per cent of their revenue from activities in the crude oil sector (production, processing, power and heat generation). The prior-year figure was therefore recalculated and restated from €80.4 million to €88.0 million.

Exposure to companies operating in the coal, oil or gas sectors is determined using ESG data from ISS, supplemented by manual checks based on the relevant NACE codes and validated against disclosures by companies as well as Urgewald's Global Coal Exit List and Global Oil & Gas Exit List.

The decline in the value of investments in coal, oil and natural gas companies compared with the previous year is mainly attributable to positions that have been sold or matured. In addition, no new investments were made in fossil fuel companies in 2025.

Carbon footprint

UNIQA introduced a new metric in the financial year to monitor the CO_2e impact of its investment portfolio. The carbon footprint metric measures the Scope 1 and Scope 2 emissions produced by the companies in which UNIQA invests, per million euro invested, and is similar to the WACI, an emissions intensity metric.

Engagement activities

As part of this commitment, decarbonisation efforts are promoted through an active dialogue maintained with the companies. Aspirations to work together with companies complement efforts to manage impacts on climate change mitigation and climate change adaptation.

All bilateral engagement to date has been positive, not resulting in the need for any escalation measures in line with the engagement strategy due to a lack of willingness to cooperate on the part of the companies.

In line with the proactive bilateral engagement strategy, UNIQA reached out to three companies in the financial year (2024: two companies) selected on the basis of their high share of UNIQA's financed emissions to obtain an initial overview of climate-related targets, actions and policies pursued by engagement partners. Together, these three companies (2024: two companies) represent 52.5 per cent (2024: 39.3 per cent) of UNIQA's financed emissions. Bilateral engagements involve processes that span several years. The focus of these commitments is on encouraging the companies in which UNIQA invests to take meaningful action to reduce GHG emissions across their entire value chains in line with the goals of the Paris Agreement. This includes encouraging companies to set science-based targets (SBTi), if they have not already done so, as part of the UNIQA Group's comprehensive climate strategy. To support these efforts, UNIQA also promotes improvements in climate governance and transparency.

As a member of CA 100+, UNIQA has been participating in a collaborative engagement case with an energy producer since 2023. The engagement, which focuses on promoting the company's decarbonisation measures, is a process that will last for several years. However, due to internal restructuring within the target company and changes at the lead engagement companies, no engagement activities took place in the financial year. This engagement is expected to continue in the following year.

Together with ISS, UNIQA was involved in nine standards-based engagements in the financial year (2024: ten). The engagements in question involved one incident of governance violations (2024: none), three incidents of social violations (2024: eight) and five incidents of environmental violations (2024: two). In seven (2024: eight) out of nine cases (2024: ten), actions have already been taken or commitments made by the companies concerned to remedy the violation. In the other two cases (2024: two), ISS is in contact with the companies to obtain further information regarding any actions taken or commitments made to remedy the situation.

Planned decarbonisation strategy actions

SBTi targets: In the pursuit of achieving SBTi targets, UNIQA plans to invest in companies validated by the SBTi and engage with companies in its portfolio to encourage them to establish their own SBTi targets. Continuation of the fossil fuel phase-out strategy and limiting companies with high GHG emissions will further help to achieve the targets.

Portfolio decarbonisation: Further aligning the portfolio with the commitments arising from UNIQA's memberships will ensure that the ESG quality of the Group's investments improves on a continuous basis. Decarbonisation and engagement measures are to be continued in subsequent years in line with the SBTi. In accordance with the decarbonisation strategy, emissions will remain the main focus of the sustainability analysis going forward.

The actions set out in the decarbonisation strategy include both direct and indirect investments in companies that operate in the coal, oil, natural gas and nuclear energy sectors.

Planned actions for the engagement strategy

Engagement activities in the financial year yielded positive results: the target companies either already set GHG emissions reduction targets or are in the process of setting corresponding targets. In addition, these companies showed transparency in their climate-related disclosures. Looking ahead, engagement efforts will increasingly focus on implementing action plans to achieve these targets, as well as on strengthening the climate governance framework where relevant.

Planned actions for sustainable investments

The initial target of building up a sustainable investment volume of €2 billion by 2025 was first achieved in 2023. A volume of €2 billion is to be maintained in 2026.

2.3.4 Targets related to climate change mitigation and adaptation (E1-4)

Targets related to the decarbonisation strategy

SBTi targets for the investment portfolio

With regard to the decarbonisation strategy, the SBTi targets focus on reducing emissions intensity, promoting renewable energy and investing in companies validated by the SBTi.

UNIQA has set interim targets in four asset classes for investments validated by the SBTi and that comply with the 1.5°C limit climate pathway.

In the base year of 2021, SBTi interim targets covered 23 per cent of investments. These relate to the activities required according to SBTi guidance. The remaining portion of the investments comprised 19 per cent of optional activities and 58 per cent of activities outside the scope of the SBTi guidance. Investments allocated to the unit-linked and index-linked life insurance business were excluded from the target setting process, as UNIQA has limited influence on the selection of investments.

SBTi climate targets for the investment portfolio

Target definition	Unit	Base year (2021)	2024	2025	Target year (2027)	Target year (2030)
Listed shares and corporate bonds						
SBTi validated share of investment volume for this asset class	% of investments	23 %	22.2 %	21.7 %	48 %	-
Project financing for electricity generation						
Reducing financed GHG-emissions by 74.2 % per MWh	t CO_2e/MWh	0.224	0.039	0.035	-	0.058
Other long-term corporate loans						
SBTi validated share of investment volume for this asset class	% of investments	3 %	0.0 %	0.0 %	34 %	-
Corporate loans for electricity producers						
Provision of corporate loans exclusively for the generation of renewable electricity by 2030	At present, corporate loans are available exclusively for the generation of renewable electricity. The target is to continue financing only corporate loans for renewable electricity generation.					

The SBTi target for listed shares and corporate bonds measures the percentage of investments in companies with validated SBTi targets. This asset class makes up the largest share of UNIQA's SBTi target scope and represents approximately 98.6 per cent of the invested volume. The share of companies with validated SBTi targets declined from 23 per cent in the base year to 21.7 per cent in the financial year. However, the share of companies that have committed to setting SBTi targets increased to 29.2 per cent, indicating that the share of companies with validated SBTi targets is expected to reach 50.9 per cent by 2027. Accordingly, UNIQA remains on track to meet its SBTi target for this asset class.

A similar approach has been taken for corporate loans, where the share of companies with validated SBTi targets declined from 3 per cent in the base year to 0.0 per cent in the financial year. This decrease is mainly due to the maturity of the emitters that had previously set corresponding targets and have since been removed from the portfolio. As this asset class represents only 0.01 per cent of UNIQA's total asset portfolio and comprises only a few high climate impact companies, it is not front and centre of UNIQA's decarbonisation efforts and it is unlikely that the SBTi target for this segment will be achieved in full.

The target for project financing for electricity generation comprises two wind projects and one gas project. Compared with the base year, financed emissions per megawatt hour generated have fallen by 84.4 per cent, mainly due to lower exposure to the gas project compared with the wind projects and to lower electricity generation from the gas project.

The metric applied for the SBTi target for the "project financing for electricity generation" asset class is the emissions intensity stemming from electricity generation for the funded projects (tonnes of CO_2e per megawatt hour generated). The emission factor applied to calculate the financed emissions is obtained from the German Federal Environment Agency (UBA) for wind projects and from the IPCC for the gas project.

Data on the energy generated is obtained directly from the companies concerned. The assets covered by each target category are reviewed on a regular basis. In line with the SBTi framework, the targets are renewed at five-year intervals.

Targets for weighted average carbon intensity

Portfolio decarbonisation is focused on emissions stemming from investments in companies. The GHG emissions arising from these investments are calculated on the basis of the weighted average carbon emission intensity (WACI). The WACI is used to manage the portfolio according to the companies' emissions efficiency. If the WACI contribution of a certain investment would result in the portfolio WACI limit being exceeded, the investment in question is not pursued.

Direct investments in equities, collateralised and uncollateralised fixed-income securities, cash and derivatives are taken into account when calculating the WACI. Positions with data sourced on the basis of sector averages or a PCAF data quality score of 5 are excluded from the calculation due to the low data quality. In the financial year, 86.0 per cent of the investment volume of the relevant asset classes was covered by the WACI.

Development of the WACI metric is monitored by Risk Management using a limit system.

Current targets for the WACI metric were set on the basis of the requirements of the Net-Zero Asset Owner Alliance.

WACI in t CO2e/€ million revenue	Base year (2021)	2024	2025	Target year (2025)	Target year (2030)
Scope-1- and Scope-2-GHG-emissions	99	44	42	60	40

For companies, this metric is calculated as the sum of Scope 1 and Scope 2 emissions relative to the company's revenue, weighted by the investment volume. A breakdown by Scope 1 and Scope 2 emissions is not carried out. The data is sourced from ISS and is largely based on data reported by the respective emitters. Emissions data not reported by companies is estimated by ISS. For this, ISS compares non-reporting companies with similar reporting companies from the same sub-sector, which subsequently serve as benchmarks. In a second step, a statistical regression analysis is performed at sub-sector level in order to determine various financial indicators that are used as estimates for the emissions data.

The companies' Scope 3 emissions are tracked but not included in the metric. At present, Scope 3 emissions are considered to be only of limited informative value owing to the fact that the data is not always plausible and fully disclosed. This was likewise affirmed by the Net-Zero Asset Owner Alliance, which has issued guidelines for setting targets for Scope 1 and Scope 2 emissions, while Scope 3 emissions are intended primarily for disclosure purposes.

In the financial year, the WACI metric fell by 57.5 per cent compared with the base year due to reduced Scope 1 and Scope 2 GHG emissions as well as rising revenue.

As both the WACI target pathway and the SBTi targets are subject to regular updates, any further changes to the Net-Zero Asset Owner Alliance and SBTi methodologies are applied when the targets are updated. Regulatory changes are likewise taken into account when the targets are updated.

Targets related to the carbon footprint

In 2025, UNIQA set itself a new target with its carbon footprint metric, which also forms part of the Management Board's long-term incentive (LTI). In 2030, the target is a maximum of 52 tCO_2e per € million invested.

Carbon footprint in t CO_2e/€ million invested	Base year (2021)	2024	2025	Target year (2030)
Scope-1- and Scope-2-GHG-emissions	100	68	46	52

The carbon footprint is calculated by dividing the Scope 1 and Scope 2 GHG emissions of the investee companies by their enterprise value in cash (EVIC) and then multiplying the result by the volume invested per position. The resulting financed GHG emissions per position are then totalled across all positions within the scope and divided by the total investment volume for the relevant scope.

Direct investments in listed equities and corporate bonds that fall under the PCAF methodology for calculating financed emissions are taken into account when calculating the carbon footprint. Positions with data sourced on the basis of sector averages or a PCAF data quality score of 5 are excluded from the calculation due to the low data quality. In the financial year, 94.8 per cent of the investment volume for the relevant asset classes was covered by the carbon footprint. Similarly to the WACI, the emissions data used in the calculation is sourced from ISS. Data on the enterprise value including cash (EVIC), which is used when calculating the metric, is also obtained from ISS. While the WACI calculates the GHG emissions of the portfolio companies in relation to their revenue, thereby indicating the CO_2e efficiency of their business activities, the carbon footprint reflects UNIQA's actual exposure to financed GHG emissions by measuring the GHG emissions per unit of capital invested in the relevant portfolio.

As of the reporting date, the carbon footprint amounts to 46 tCO_2e/€ million invested, which represents a 54.0 per cent reduction compared with the value in the base year (100 tCO_2e/€ million invested). This reduction is due to lower Scope 1 and Scope 2 GHG emissions as well as to higher corporate values in 2025 compared with the base year.

Targets related to the engagement strategy

As things currently stand, no specific targets have been established for the engagement metrics. In keeping with its membership in the Net-Zero Asset Owner Alliance, UNIQA's bilateral engagements will focus on the companies that together account for 65 per cent of Scope 1 and Scope 2 financed emissions up to 2027.

Targets for sustainable investments

UNIQA finances companies that make a contribution to reducing emissions or to social projects through its sustainable investments. As a member of the Net-Zero Asset Owner Alliance, UNIQA has set itself the target of allocating €2 billion to sustainable investments by 2025. In the financial year, the value of sustainable investments was €2.5 billion (2024: €2.4 billion). UNIQA has therefore achieved its target. As a result, the share of sustainable investments in the overall portfolio amounts to 11.1 per cent (2024: 11.0 per cent). The volume and composition of sustainable investments are reviewed on a monthly basis by Risk Management.

Sustainable investments comprise:

- 80.4 per cent (2024: 78.1 per cent) green bonds
- 8.4 per cent (2024: 7.3 per cent) social bonds
- 5.1 per cent (2024: 5.0 per cent) sustainability bonds
- 1.8 per cent (2024: 5.0 per cent) Article 9 funds according to the EU Disclosure Regulation (SFDR)
- 4.4 per cent (2024: 4.7 per cent) sustainable infrastructure projects and technologies (wind power projects, social facilities)

The goal for 2026 is to maintain a volume of €2 billion.

2.3.5 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

Category 3.15 financed emissions provide an indication of the GHG emissions financed through corporate and government investments. These metrics give UNIQA the ability to manage the impacts of climate change and to control climate change adaptation.

Absolute financed emissions from investments in companies (Scope 3.15)

Absolute financed emissions for companies are calculated by multiplying the holding in a company by the Scope 1, Scope 2 and Scope 3 emissions it produces per € million of enterprise value including cash (EVIC). Financed emissions include Scope 1, Scope 2 and Scope 3 emissions produced by the investee companies. The methodology for designated asset classes (use of proceeds structures), introduced in the third version of the PCAF standard in December 2025, will also be implemented in the future, subject to data quality and technical feasibility. UNIQA became a signatory to the Partnership for Carbon Accounting Financials (PCAF) in 2025.

PCAF provides standardised methodologies for climate-specific accounting for asset classes and provides average sector-level emission factors that are applied to portfolio positions for which emissions data is not available from ISS. As a result, UNIQA has achieved 100 per cent GHG emissions coverage for its direct investments in asset classes for which a PCAF methodology exists, including listed shares, corporate bonds, corporate loans, project financing and government bonds. To calculate financed emissions, UNIQA applies the second version of the PCAF Standard and intends to include the newly introduced PCAF asset classes, including sub-national and securitised asset classes, in future reporting periods, once ESRSs require the application of the third version of the PCAF Standard. In line with PCAF, the prior-year figures for the absolute financed ′emissions from investments in companies, the volume invested and the PCAF data quality score were recalculated and restated using average emission factors. The prior-year figure for GHG emissions coverage was therefore restated from 82.3 to 100 per cent. Relative to the total assets managed by UNIQA, which also include asset classes without an applicable PCAF methodology, the current GHG emissions coverage is 59.5 per cent (2024 restated: 58.6 per cent). Coverage for the previous year was recalculated and restated from 52.0 to 58.6 per cent.

To ensure the accuracy of the ESG data, UNIQA conducts plausibility checks of ESG indicators. These checks are performed using a variety of methodologies, for example, sum checks of Scope 1, Scope 2, and Scope 3 GHG emissions and by reviewing the data of the ten companies with the highest exposure in which investments are made.

The checked indicators are compared with the values from ISS and the values reported by the companies. Where discrepancies occur, UNIQA assesses the plausibility of the data and, where necessary, updates it directly or contacts ISS to investigate if further clarification is needed.

The absolute financed emissions are subject to the Group-wide target of achieving net-zero emissions by 2050. In the financial year, financed Scope 1, Scope 2 and Scope 3 emissions from investments in companies resulted in 3,880,569 tonnes of CO_2e (2024 restated: 4,274,283 tonnes of CO_2e). The volume invested amounted to €6,109.2 million (2024 restated: €5,556.8 million). Financed emissions from investments in companies and the volume invested were recalculated for the previous year and restated from 4,520,772 to 4,274,283 tonnes of CO_2e and from €5,929.3 million to €5,556.8 million.

This year-on-year decline is due to a marginal decline in absolute GHG emissions. The main reason behind the overall reduction is the increase in the enterprise values including cash (EVIC), which resulted in a decline in financed emissions.

The investment value and coverage increased due to higher valuations of the companies in the portfolio. At the same time, GHG emissions from companies in which investments were made fell, and exposure to companies in the fossil fuels sector was reduced further.

Compared to the financed emissions published in 2024, individual asset classes previously included in the calculation but not covered by PCAF Standard Version 2 were excluded from the recalculation of financed emissions for 2024 and the calculation for 2025. As soon as UNIQA applies the new Version 3 of the PCAF Standard, the individual asset classes covered by this version will be included in the calculation.

Scope 3, Category 15: Financed GHG emissions produced by companies

in t CO_2e	2025	2024 restated	2024 published
Scope 1 and Scope 2	284,728	401,025	311,638
Scope 3	3,595,841	3,873,258	4,209,134
Total	**3,880,569**	**4,274,283**	**4,520,772**

The following table provides a breakdown of financed emissions (Scope 1 and 2) according to the NACE code (statistical classification of economic activities in the European Community) for the financial year. The weighted average PCAF data quality score for the entire portfolio is 1.5 (2024 restated: 1.8). The PCAF data quality score for the previous year was recalculated and restated from 1.4 to 1.8. The PCAF data quality score is a measurement framework for assessing the quality of data used to measure and report GHG emissions in financial portfolios. The data quality score ranges from 1 (the highest quality level) to 5 (the lowest quality level). The PCAF data quality score is based on the availability and accuracy of the data used to calculate emissions, with lower data quality scores assigned to direct, verifiable data and higher-value data quality scores assigned to estimates or inaccurate data. The PCAF data quality score is provided by ISS, weighted according to the financed volume and aggregated at the NACE code level. The change in the PCAF data quality score compared with the previous year is due to the use of the average emission factors per sector provided by PCAF.

As a result of the use of the average emission factors per sector, the PCAF data quality score covers 100 per cent of UNIQA's financed GHG emissions.

NACE code	Investments in € million			Financed GHG emissions in t CO_2e			PCAF data quality score		
	2025	2024 restated	2024 published	2025	2024 restated	2024 published	2025	2024 restated	2024 published
A - Agriculture, forestry and fishing	-	-	-	-	-	-	-	-	-
B – Mining and quarrying	9.8	18.5	11.7	12,450	22,605	13,306	2.4	3.0	1.8
C - Manufacturing	492.4	507.3	441.1	85,803	126,693	117,163	1.7	1.7	1.2
D - Electricity, gas, steam and air conditioning supply	314.6	349.7	187.5	33,954	94,146	34,151	1.8	2.4	1.1
E - Water supply; sewerage; waste management and remediation activities	-	-	-	-	-	-	-	-	-
F - Construction	1,462.6	795.4	790.5	129,598	132,998	132,940	1.0	1.0	1.0
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	24.1	34.6	28.1	759	1,669	1,439	1.8	2.2	1.8
H - Transportation and storage	193.2	235.3	141.8	14,900	14,606	7,625	2.6	2.6	1.1
I - Accommodation and food service activities	16.7	15.4	15.4	32	20	20	2.1	2.0	2.0
J - Information and communication	200.0	205.5	175.4	2,985	2,828	2,659	1.5	1.8	1.2
K - Financial and insurance activities	3,246.1	3,147.5	3,948.7	1,375	1,540	1,528	1.5	1.7	1.1
L - Real estate activities [1)]	59.3	131.1	27.3	214	238	99	2.5	4.2	1.5
M - Professional, scientific and technical activities	13.7	14.5	14.0	552	614	613	2.2	1.8	1.7
N - Administrative and support service activities	5.3	3.5	0.5	9	10	6	4.6	4.4	1.0
O - Public administration and defence; compulsory social security	47.9	70.7	15.1	1,464	2,299	0	4.4	4.9	2.2
P - Education	-	-	-	-	-	-	-	-	-
Q - Human health and social work activities	18.5	21.6	5.5	534	663	87	3.8	4.0	1.0
R - Arts, entertainment and recreation	2.6	2.6	-	94	94	-	5.0	5.0	-
S - Other services activities	-	-	-	-	-	-	-	-	-
T - Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	2.6	3.6	-	4	5	-	5.0	5.0	-
U - Activities of extraterritorial organisations and bodies	-	-	126.4	-	-	2	-	-	1.2
Aggregated at the portfolio level	**6,109.2**	**5,556.8**	**5,929.3**	**284,728**	**401,025**	**311,638**	**1.5**	**1.8**	**1.4**

1) This item includes only real estate funds. Physical real estate investments are not included.

Absolute financed emissions from government bonds (Scope 3.15)

Financed emissions from investments in government bonds cover the Scope 1, Scope 2, and Scope 3 emissions produced by the countries in question. Scope 1 emissions represent GHG emissions resulting from production processes within national boundaries. While Scope 2 emissions are generated by importing energy from beyond national boundaries, Scope 3 emissions come from all other non-energy imports from beyond national boundaries. The data for Scope 1 emissions from countries that report corresponding figures on an annual basis is sourced from ISS under the United Nations Framework Convention on Climate Change (UNFCCC). Emissions data from countries that do not disclose corresponding figures on an annual basis are estimated by ISS on the basis of climate-relevant data published by research institutes, state authorities and international organisations.

ISS obtains Scope 2 and Scope 3 emissions data from OECD data on GHG emissions related to international trade. Sixty-four countries have reported emissions data on this basis. The OECD allocates 137 countries to the "Rest of the World" category. ISS allocates the GHG emissions from this category to individual countries on the basis of macroeconomic metrics.

The data covers 100 per cent (2024: 99.2 per cent) of direct investments in government bonds. In accordance with the PCAF methodology, UNIQA's financed emissions are calculated on the basis of the value of the respective government bond, divided by GDP adjusted for inflation, multiplied by the sum of Scope 1, Scope 2 and Scope 3 emissions produced by the country in question.

During the financial year, financed emissions from investment in government bonds amounted to 2,046,441 tonnes of CO_2e (2024: 1,924,006 tonnes of CO_2e). The volume invested amounted to €7,474.5 million (2024: €7,105.6 million).

The year-on-year increase in GHG emissions stems from higher investment volumes in government bonds and rising Scope 3 GHG emissions, especially in EU countries.

Scope 3, Category 15: Financed GHG emissions from government bonds

in t CO_2e	2025	2024
Scope 1	1,203,259	1,229,887
Scope 2	22,157	21,135
Scope 3	821,025	672,983
Total	**2,046,441**	**1,924,006**

2.4 CLIMATE CHANGE IN CORPORATE BUSINESS

2.4.1 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

The materiality assessment identified several material impacts and risks linked to climate change related to corporate business. By offering sustainable products and product components as well as advisory services that enable customers to reduce the level of risk to which they are exposed due to the impacts of climate change, UNIQA secures a financial opportunity while insurance customers benefit from positive impacts. Conversely, a lack of control metrics, strategies, policies and action plans together with an associated lack of engagement on the part of UNIQA can reduce the willingness of corporate customers to address negative impacts with regard to climate change adaptation and mitigation. Climate change also constitutes a core physical risk for UNIQA itself, as it increases the frequency and intensity of natural disasters such as floods, hail, storms or extreme temperatures. If they were to occur, these events could result in losses to insurance customers that are yet to be covered under current insurance premiums.

2.4.2 Policies related to climate change mitigation and adaptation (E1-2)

Requirements related to sustainability in the corporate insurance business are centrally governed by the UNIQA Corporate Business Strategy. The Chief Corporate & Affinity Officer is responsible for implementing the corresponding requirements.

The sustainability strategy comprises three key pillars:

- Strengthening customer resilience to climate-related risks
- Decarbonisation of the insurance portfolio
- Development of new sustainability products and product components

2.4.2.1 Strengthening customer resilience to climate-related risks

UNIQA is committed to taking on an active role in helping customers strengthen their financial resilience and managing the impacts of climate change adaptation.

Advice and prevention: UNIQA advises companies on how to strengthen their resilience to the risks arising from climate change. First aid measures are provided to this end, whereby policyholders are given access to advisory services to mitigate losses in the event of severe weather events. Preventive actions to avert climate-related risks are also prepared and offered.

Improving competency and quality: UNIQA aims to improve the ability of its customers to address climate risks, to improve the quality of standard risk resilience measures and to offer comprehensive advice to meet growing demand for coverage of emerging climate risks among companies.

UNIQA Sustainable Business Solutions: As part of its sustainability strategy, UNIQA actively helps its customers to better prepare for the impacts of climate change. Since 2024, UNIQA Sustainable Business Solutions has offered services such as climate risk analyses, which enable a thorough assessment of individual potential risks. In addition, reports are being prepared for small and medium-sized enterprises applying the EFRAG Voluntary Standard for SMEs, which facilitates structured, practical sustainability reporting. Work is also already underway on other sustainability and risk management services. These services help to increase customers' resilience to climate-related risks and promote their sustainable transformation.

2.4.2.2 Decarbonisation strategy and nuclear energy for the insurance business

In 2023, decarbonisation targets were published and the following actions defined with the goal of achieving net-zero emissions:

Fossil fuel phase-out

The first steps towards decarbonisation were taken back in 2019 with UNIQA's commitment not to enter into new business with customers that engage in coal-related activities. As a member of the Green Finance Alliance (GFA), UNIQA has published a schedule for the phase-out of its activities in the coal, oil and gas sectors. Since then, premiums from the fossil fuel business and the decarbonisation status of the affected customers have been reported on an annual basis. The phase-out of fossil fuels in the insurance business involves the following key elements:

Coal

- Since 2019, no new insurance contracts with companies that generate more than 30 per cent of their revenue from activities in the coal sector (exploration, processing/production, distribution, power and heat generation)
- Since 2023, no new business with companies that generate more than 5 per cent of their revenue from activities in the coal sector
- By 2030, all portfolio items with companies that generate more than 5 per cent of their revenue from activities in the coal sector will expire

Oil

- Since 2024, no new insurance contracts with companies that generate more than 30 per cent of their revenue from activities in the oil sector (exploration, processing/production, distribution, power and heat generation)
- By 2030, all portfolio items with companies that generate more than 5 per cent of their revenue from activities in the oil sector will expire

Natural gas

- Since 2025, no new insurance contracts with companies that generate more than 30 per cent of their revenue from activities in the natural gas sector (exploration, production, processing, distribution, power and heat generation)

- By 2035, all portfolio items with companies that generate more than 5 per cent of their revenue from activities in the natural gas sector will expire
- In deviation from the gas phase-out stipulated in the decarbonisation strategy, in the financial year UNIQA made a temporary exception for the territory of Ukraine and offered new insurance coverage for small-scale gas-fired power plants in light of the ongoing war and the energy infrastructure that has been severely affected as a result

Companies that have made a public commitment to the decarbonisation of their core business in accordance with the Paris Agreement are exempt from the phase-out of fossil fuels.

Nuclear energy
UNIQA does not insure nuclear energy risks either directly or through reinsurance.

Expansion of the renewable energy business
Decarbonising energy supplies plays a crucial role in limiting global warming in line with the targets set forth in the Paris Agreement. UNIQA is therefore working on renewable energy insurance solutions to support this growing sector.

The premium volume in the renewable energy segment is growing year after year. Renewable energy premiums are categorised as follows:

- Premiums from companies whose main economic activity is generating power from renewable energy sources (solar energy, wind, biomass, hydropower, geothermal energy)
- Premiums for insured renewable energy installations owned by companies that primarily engage in other economic activities (photovoltaic installations, hydropower plants, biomass power plants)

Engagement with companies with the highest share of emissions in the portfolio
A portfolio analysis of insurance-associated emissions revealed that CO_2 emissions are broadly spread across the entire portfolio. However, the biggest emitters were found to be large industrial companies. In response, a new objective was formulated, according to which the top 10 emitters in each market would be required to undergo an in-depth analysis.

As of 2024, in each country where UNIQA operates and where insurance-associated emissions are calculated, the top ten CO_2 emitters in the portfolio are evaluated with regard to whether they have a climate strategy in place and pursue targets in line with the targets set forth in the Paris Agreement. This metric supports UNIQA's net-zero emissions target and provides greater insight into how the specific customer structure in each market – especially in the high-emission sectors – can be used to work towards the decarbonisation goal for the portfolio. Examples of carbon-intensive sectors include heavy industry, energy and transport.

Specific definitions and timetables have been published in the decarbonisation statement. The declining absolute premiums for fossil fuel companies and their declining share in insurance premiums underscore the achievement of the targets set and confirm the steady trend toward portfolio decarbonisation.

2.4.2.3 Development of sustainability products and product components

UNIQA is pushing ahead with the development of innovative sustainability products and components in response to increasing market requirements and growing demand for environmentally friendly solutions. This strategy also encompasses the development of new business lines through which customers are supported in reducing negative impacts related to climate change mitigation, climate change adaptation and energy consumption.

UNIQA also promotes a sustainable recovery from loss events through specific new solutions and product components. In the financial year, for example, the Green Clause product component was offered, on the basis of which the additional costs for the ecological restoration of damaged properties will also be borne in the event of a claim.

2.4.3 Actions and resources in relation to climate change policies (E1-3)

A key step in measures taken in the corporate business in the financial year involved the further development of the advisory services launched in 2024 as part of UNIQA Sustainable Business Solutions, which now include a significantly expanded range of expertise. In addition, the calculation of the insurance-associated GHG emissions and metrics for business with customers that are active in the fossil fuel or renewable energy sectors has been expanded to include all non-life insurance business and has been calculated and restated retrospectively for the previous year. The financial year also marked the first target year for the GHG emissions reduction targets (base year 2022), thereby making it possible to compare target attainment. The implementation of an ESG standard in underwriting has standardised the process for assessing enquiries in the fossil fuel sector. At the same time, UNIQA will continue to focus on solutions and partnerships for insuring renewable energies characterised by robust products and reliable partnerships.

One of the main focuses in 2025 was the ESG guideline, which had already been implemented in the retail business and was expanded for the standardised corporate business as of 1 January 2026. Workshops were also held on sustainability market research.

As of 1 January 2026, a mandatory ESG Product Check will also be carried out in Austria as part of the product development process in the standardised corporate business, similar to the ESG Product Check mentioned in the section on the retail business. This approach will ensure that ESG aspects are taken into account in future product developments.

Progress on the decarbonisation of the insurance portfolio

In its climate strategy, UNIQA sets out its aim to decarbonise its corporate customer portfolio in line with the climate targets of the Paris Agreement. As part of these efforts, companies that operate in the coal, oil and natural gas sectors are analysed on a continuous basis. The focus here is on assessing the commitment of the corresponding customers to climate-related targets and decarbonisation strategies. Due to the low data availability, small and medium-sized companies that source standardised products were not included in the analysis or in the calculation of metrics.

Gross premiums in the corporate customer non-life insurance business for companies that operate in the coal, crude oil or natural gas sectors

in € million

	2025	2024 restated	2024 published
Coal	15.4	16.1	16.5
Crude oil	4.4	5.0	1.7
Natural Gas	11.1	12.4	22.4
Proportion of premiums from coal companies in property and casualty insurance products	0.3 %	0.3 %	0.4 %
Proportion of premiums from crude oil companies in property and casualty insurance products	0.1 %	0.1 %	0.0 %
Proportion of premiums from natural gas companies in property and casualty insurance products	0.2 %	0.3 %	0.5 %

Since 2023, all remaining coal, oil and natural gas customers in the portfolio have been monitored based on available data with regard to their commitment to climate-related targets and relevant climate strategies. The results of the first step provide a clear overview of which customers may require further analysis. In this case, direct written contact would be pursued. This does not include companies that have set science-based climate targets (time horizon: 2050, including five-year interim targets) and are decarbonising their core business in line with the Paris Agreement, or projects that are in line with the Paris goals. According to the analysis of the published data, customers that already publish climate and decarbonisation targets accounted for 8.2 per cent (2024 restated: 8.4 per cent; 2024 published: 15.9 per cent) of customers in the financial year. UNIQA plans to work with coal and oil customers that have yet to define their own decarbonisation pathway in order to obtain confirmation of their climate plans by the end of 2026. Contracts with coal and oil customers that do not commit to emissions reduction plans in line with the Paris Agreement will not be renewed. The same procedure is planned to be applied to natural gas customers from 2031 onwards.

Status of coal, crude oil and natural gas customers in the corporate customer business portfolio

	Customers (total)			of which status A			of which status B			of which status C		
	2025	2024 restated	2024 published	2025	2024 restated	2024 published	2025	2024 restated	2024 published	2025	2024 restated	2024 published
Number of customers linked to coal	157	136	76	21	18	12	42	35	16	94	83	48
Number of customers linked to crude oil	438	443	20	23	20	6	17	20	2	398	403	12
Number of customers linked to natural gas	202	226	137	21	30	19	38	52	32	143	144	86

The statuses presented in the table are to be understood as follows:

Status A: The company has set climate targets in accordance with the climate pathway under the Paris Agreement. Information available from public sources.

Status B: No public decarbonisation plan but measures are being taken to develop a separate sustainability agenda.

Status C: No relevant climate strategy information available.

Share of customers with net-zero targets

As a member of the Green Finance Alliance (GFA), UNIQA wants to ensure that all insured companies within the European Union that are required to report under the Non-Financial Reporting Directive (NFRD) or, since 2024, the Corporate Sustainability Reporting Directive (CSRD) have set net-zero targets for their respective core business by 2040. Whereas the prior-year disclosures were based on the NFRD criteria, the disclosures for the financial year were adapted to meet the criteria of the Omnibus I package (Directive (EU) 2026/470), which defines the changes in sustainability reporting requirements and due diligence obligations incumbent on companies. This ensures that a consistent customer data set is available for future years. The enterprises concerned include companies with more than 1,000 employees and revenue in excess of €450 million. Information on the coverage of customers with SBTi targets is no longer reported because this is no longer a requirement under the updated GFA handbook.

Share of customers with net-zero targets subject to mandatory reporting requirements under NFRD/CSRD	2025	2024 restated	2024 published	Target year (2040)
Ratio between the number of insured companies subject to NFRD/CSRD reporting requirements with a net-zero target for their core business and the total number of insured companies subject to NFRD/CSRD reporting requirements	68.6 %	55.3 %	48.3 %	100 %
Ratio between the gross annual premiums of insured companies subject to NFRD/CSRD reporting requirements with a net-zero target for their core business and the gross annual premiums of insured companies subject to NFRD/CSRD reporting requirements	66.8 %	78.3 %	54.1 %	100 %

ESG risk assessment in underwriting

UNIQA created the UNIQA Corporate Business ESG Underwriting Standard in 2023 to enable its business processes to adapt to emerging sustainability risks. This standard supplements the UNIQA Corporate Business Standard. It outlines the critical impacts of ESG factors on business decisions and describes how to approach customers in sectors exposed to greater sustainability risks. The standard also covers the cooperation with customers required before and after a claim is submitted to increase their resilience to climate risks.

Building on this standard, the ESG risk assessment was incorporated as an integral part of the underwriting process in the financial year. The ESG risk assessment is based on two criteria. For fossil fuels, the focus is on the commitment to phase out the fossil energy business. All other requests for proposals with premium volumes that exceed a defined threshold are required to be examined in depth. This includes, on the one hand, whether the company has its own robust ESG commitments and processes in place and, on the other hand, whether any critical ESG-related incidents have occurred. A more exhaustive investigation is always conducted for customers who are engaged in any activities related to fossil fuels.

It is also ensured that all parties involved – both underwriters and brokers – have access to training on the ESG risk assessment and its processes and that a consistent review of relevant requests for proposals is performed by means of a systematic check for potential due diligence violations.

The following sustainability risks are measured:

E - Environmental matters	S - Social matters	G - Governance matters
Climate change	Human rights	Corruption and money laundering
Pollution	Labour rights	Poor corporate governance
Use of resources	Working conditions	Poor product and service quality
Impacts on biodiversity and ecosystems	Supply chain risks	Legal conformity
Waste & circular economy	Impacts on local communities	

The report shows how many of these enquiries were not followed up on, how many companies were added to the watchlist and how many enquiries were processed as normal after an ESG assessment. This also makes it possible to quantify the financial impacts of the transition risks.

The risk assessment with regard to ESG issues is carried out across the non-life business for customers that receive non-standardised product solutions. For standardised product solutions that cover small and medium-sized companies, a new solution in the form of a voluntary commitment will be integrated into new offerings in Austria from 2026.

The following table shows the results of the ESG risk assessment:

Results of the ESG risk assessment	2025	2024
Number of enquiries subject to ESG risk	510	120
of which rejected	43	69
of which approved subject to conditions	128	21
of which approved	339	30

Enquiries were rejected where, according to the UNIQA Decarbonisation Statement, they involved prohibited fossil fuel activities for which no decarbonisation plans were in place. Rejections are also issued in the event of systematic, proven violations of fundamental ESG standards. An enquiry is included in the watchlist or approved subject to conditions in the event of serious incidents or where companies that engage in activities related to fossil fuels have published decarbonisation plans. If a more in-depth analysis of the transition status of the customers is necessary, UNIQA initiates engagement.

Results of the analysis of the companies with the highest share of GHG emissions in the portfolio

In its Corporate Business Sustainability Strategy, UNIQA outlines its commitment to analysing the top ten emitters as one of the actions taken to decarbonise its portfolio. The results show that the top 10 emitters combined account for 29.3 per cent (2024 restated:29.5 per cent; 2024 published: half) of the total GHG emissions (Scope 1 and 2). Several metrics were defined for the analysis, including the company's net-zero commitment, SBTi commitments and the availability of reliable information on the company's sustainability agenda. The analysis revealed that 45.2 per cent (2024 restated: 45.5 per cent; 2024 published: 35.0 per cent) of the companies have set net-zero targets; 31.5 per cent (2024 restated: 30.9 per cent; 2024 published: 44.0 per cent) of the companies disclose specific information on their sustainability agenda, even though they have not explicitly committed to net zero; and 23.4 per cent (2024 restated: 23.6 per cent; 2024 published: 21.0 per cent) of companies do not publish sustainability information.

Renewable energy business

In the financial year, the renewable energy business achieved a premium volume of €42.7 million (2024 restated: €37.9 million; 2024 published: €23.3 million).

The UNIQA corporate business consistently supports business growth through renewable energy in all countries in which UNIQA operates. Examples include strategic partnerships with insurance brokers as well as photovoltaic and wind power companies. In addition, UNIQA offers special products for photovoltaic power plants and small-scale photovoltaic installations. Additional business opportunities have also been pursued in energy storage. Advice is also provided during the planning phase of renewable energy projects to enhance the safety and resilience of installations. This will further contribute to promoting sustainable energy projects and increasing the resilience of modern energy infrastructure.

All measures described above can be implemented in the course of business without incurring any significant additional expenses.

2.4.4 Targets related to climate change mitigation and adaptation (E1-4)

In its sustainability strategy, UNIQA states its public commitment to achieving net-zero emissions in Austria by 2040 and across the Group by 2050 for its insurance portfolio. Five-year interim targets have also been set for reducing insurance-associated Scope 3 emissions on the path towards the net-zero target. 2022 is used as a base year.

Targets for insurance-associated GHG emissions (Scope 1 & 2)

	Austria	Other countries in which UNIQA operates
Baseline value 2022 in t CO_2e	29,603	87,855
2025	–5%	–5%
2030	–20%	–15%
2035	–40%	–25%
2040	–60%	–40%
2045	-	–45%
2050	-	–50%

In the financial year, insurance-associated GHG emissions were above the interim target pathway, largely due to the limited coverage of primary data at present. In these scenarios, emissions are calculated on the basis of the emission factors for the relevant economic sectors. The trend in GHG emissions is attributable to the rise in the premium volume. In addition, the targeted expansion of coverage for renewable energy and climate-friendly infrastructure may lead to higher reported GHG emissions in the short term, as the sectoral intensities currently applied do not yet consistently reflect technology-related differences (for example, renewable versus conventional).

At the same time, the introduction of the Omnibus I package (Directive (EU) 2026/470), which includes changes to sustainability reporting requirements and due diligence obligations incumbent on companies, indicates that fewer companies will be subject to CSRD reporting requirements in future, meaning that the expected increase in primary data will not materialise. Against this backdrop, the existing target architecture will be reviewed from 2026 onwards, with a particular focus on linking decarbonisation targets more closely to portfolio components with robust primary data, in order to align progress with actual emissions reductions within the portfolio and to reduce method-related effects.

As a result of the expanded scope and the change in methodology described in the section Gross Scope 1, 2 and 3 and Total GHG emissions (E1-6), insurance-associated Scope 1 and 2 GHG emissions for the base year 2022 were retrospectively recalculated during the financial year and changed from 34,336 to 29,603 tonnes of CO_2e for the Austrian portfolio and from 58,087 to 87,855 tonnes of CO_2e for the international portfolio. The recalculated GHG emissions for the Austrian portfolio in the base year fell despite the expanded scope due to the use of updated emission factors and changes in primary data for individual customers.

The following aspects were taken into account when setting the interim decarbonisation targets:

- Local decarbonisation ambitions for the most important countries in terms of premium volumes in which UNIQA operates (Austria, Poland, Czechia, Slovakia, Hungary, Romania, Croatia, Bulgaria)
- Current sector distribution of the portfolio
- Major decarbonisation initiatives (such as the phasing out of fossil fuels, growth of the renewable energy business)
- The countries' nationally determined emission reduction plans for the industries represented (in particular energy, heavy industry, transport and waste); however, these are not currently validated in terms of whether they align with the targets set forth in the Paris Agreement.
- The level of ambition for the interim targets is in line with the decarbonisation commitments of the states represented and is reinforced by the comprehensive decarbonisation agenda
- At present, UNIQA has no specific targets in place for premiums from renewable energy sources or sustainability products

As defined in the UNIQA Climate Transition Plan, net-zero emissions refer to the best possible reduction in GHG emissions in line with the relevant scenarios and pathways (see above) and the corresponding offsetting of all residual emissions by the net-zero target year.

2.4.5 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

As a member of the Green Finance Alliance (GFA), UNIQA aims to report on its insurance-associated GHG emissions and to set targets to reduce its emissions to net zero in Austria by 2040 and across the Group by 2050. In 2023, the PCAF method for measuring insurance-associated emissions was applied for the first time to analyse the Austrian corporate business portfolio. Insurance-associated GHG emissions were calculated for the total scope required by PCAF Standard C in the financial year by comparison with the previous year.

In the financial year, insurance-associated emissions from the corporate business totalled 316,263 tonnes of CO_2e (2024 restated: 301,019 tonnes of CO_2e; 2024 published: 172,888 tonnes of CO_2e). The breakdown by the respective Scope is shown in the table.

Insurance-associated GHG emissions
in t CO_2e

	Austria			Other countries in which UNIQA operates		
	2025	2024 restated	2024 published	2025	2024 restated	2024 published
Scope 1 and Scope 2	35,314	33,933	27,578	113,137	117,921	84,773
Scope 3	37,477	36,700	17,997	130,335	112,464	42,540
Total	**72,791**	**70,634**	**45,575**	**243,472**	**230,385**	**127,313**

The calculations take into account insurance-associated emissions produced by the corporate business in the property and technology insurance, liability insurance, transport insurance and motor vehicle insurance business lines. Due to the low data availability, small and medium-sized companies that source standardised products were not included in the calculation.

Insurance-associated emissions were calculated for the insurance sector in accordance with Part C of the PCAF Standard:

- Option 1a: (insurance premium/revenue) × total emissions of the insured entity. Based on verified GHG emissions (Scope 2, market-based). This method corresponds to PCAF quality score 1.
- Option 1b: (insurance premium/revenue) × total GHG emissions of the insured company, whereby Scope 1 is taken into account unverified and Scope 2 is taken into account as both market-based and location-based (partly unconfirmed, partly verified). This method corresponds to PCAF quality score 2.

Data on emissions is taken from the annual non-financial reports published by the respective companies. Accordingly, the figures are always subject to a time delay as insurance-associated emissions are calculated in January of each year on the basis of emissions data for the previous year. The emissions data for customers from 2024 was used for the portfolio calculation in the financial year.

Data on company revenue was sourced from publicly available data sources. Depending on the industry in question, this may include information on turnover, revenue or operating profit.

Option 3a of the PCAF Standard was applied for corporate customers for which only primary data on the parent company's GHG emissions is available:

- Option 3a: insurance premium/revenue × total GHG emissions of the parent company. This calculation corresponds to PCAF data quality score 4.

Option 3b of the PCAF Standard was applied for corporate customers that do not report their GHG emissions:

- Option 3b: insurance premium × emissions intensity of revenue (based on NACE code). This calculation corresponds to PCAF data quality score 5.

The emission factors applied are the average emissions intensities of the revenue (Scope 1, 2 and 3) generated in the respective sector (NACE code) of Swiss Re (tonnes of CO_2e per € million of revenue).

In the financial year, the calculation of insurance-associated GHG emissions was revised to reflect the updated emission factors from the data provider (Swiss Re). In 2025, Swiss Re reviewed both the data base and the methodology, which changed the intensity figures for numerous sectors. To ensure comparability, insurance-associated GHG emissions for the 2022 base year and the 2024 financial year were calculated and restated retrospectively using the new factors. The calculation of insurance-associated GHG emissions for the financial year is also reported using this updated methodology.

In accordance with Part C of the PCAF Standard, construction all-risk products and assembly all-risk insurance products as well as public administration activities (defined by UNIQA as NACE 84) are not included in the calculation of insurance-associated emissions.

The PCAF data quality score for the entire portfolio (Scope 1, 2) in UNIQA's corporate business is 4.8 (2024 restated: 4.8; 2024 published: 4.7).

2.5 CLIMATE CHANGE IN THE RETAIL BUSINESS

2.5.1 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

UNIQA has identified several material impacts, risks and opportunities in relation to the retail business. Sustainable elements in retail business products can help customers manage climate change adaptation while reducing their risk exposure to climate-related impacts. UNIQA can provide incentives for decarbonisation and increased energy efficiency among customers through corresponding products. In the medium to long term, the rise in the number of natural disasters constitutes a material physical risk for UNIQA. Among other things, this trend is leading to considerable insurance claims in the agriculture, motor vehicle and household business lines.

2.5.2 Policies related to climate change mitigation and adaptation (E1-2)

ESG Retail Strategy in Austria

The aim of the Group's strategic ambitions in the retail business in Austria is to help customers reduce their emissions. An ESG strategy for the retail business has therefore been implemented in Austria since 2024. The scope of this ESG Retail Strategy focuses on the product development process in the property insurance, liability insurance, accident and motor vehicle business lines. Targeted training and information campaigns promote employee awareness of sustainability and help to integrate this awareness into customer advisory services. Regarding the environment, the ESG Retail Strategy addresses climate change adaptation and climate change mitigation.

The strategic pillars of the ESG Retail Strategy were consistently pursued in the financial year. Particular attention was paid to further specifying and implementing the existing actions for implementing the ESG Retail Strategy. Closely integrating sustainability matters into operational processes ensures that the sustainability targets are not only considered as abstract concepts but are actively pursued in everyday work and continually refined. For example, the integration of ESG criteria into the product development process has been reinforced and employee awareness and training intensified.

International ESG Customer Strategy

A new strategy was developed for the international retail business in 2025. The content of the ESG Customer Strategy is aligned with the ESG Retail Strategy for Austria and prioritises sustainable and innovative product development as well as raising employee awareness in this area. The strategy applies to UNIQA insurance companies outside of Austria.

Product development process, product monitoring

With a Group-wide product development process policy, UNIQA has set itself the goal of developing products and services with sustainability in mind and taking an environmentally and socially sustainable approach to value creation. Integrating sustainability matters into product development aligns with the Group-wide sustainability strategy. In the product development process, a target market is defined for each product, considering the characteristics, risk profile, complexity and properties of the product in question. Product testing assesses whether the product meets the defined needs, objectives and characteristics of the target market, including sustainability objectives. UNIQA conducts ongoing post-launch monitoring and regularly reviews products to identify any necessary improvements and ensure that the product continues to meet the needs, characteristics and (sustainability) objectives of the identified target market. Customer preferences regarding sustainability criteria, based on trend and market research, are also considered in product development.

ESG Product Check

In Austria, a comprehensive, mandatory ESG Product Check is conducted as part of the product development process. This check is based on a guideline for sustainability in the product development process, which provides a structured tool for internally assessing a product's sustainability. It defines material environmental characteristics, including climate change adaptation along with reducing energy consumption and emissions, and social characteristics. The United Nations' Sustainable Development Goals (SDG) likewise provide important guidance in this regard. To ensure that the screening criteria are relevant and up to date, the guideline is reviewed on an annual basis and updated as necessary. While the evaluation process is conducted by a cross-functional team, operational responsibility for the ESG Product Check lies with the respective product managers.

This ESG Product Check will also be implemented in UNIQA insurance companies outside of Austria as of 2026, although it will initially be offered as a voluntary implementation option. Due to the diversity of the retail business in the individual countries, implementation and responsibilities are defined in the respective local governance bodies.

Anchoring actions among management and the Management Board

In Austria, responsibility for implementing these measures lies with the Head of Performance Management, and for the insurance companies outside of Austria with the Head of Business Development International. Together with the Management Board members responsible for the Customer & Market Austria and Customer & Market International departments, they are responsible for ensuring that the processes are implemented with all the necessary steps.

Continuing education and training in product development

Another key factor for the ESG-related product assessment is raising awareness among product managers that sustainability issues need to be integrated into the design of new and revised insurance products. Product managers receive regular training as part of their dedicated training programme. In the financial year, the content covered in training included the ESG Guidelines related to product development, practical implementation examples and workshops on sustainability market research. The comprehensive range of training courses offered is designed to ensure that the relevant content is communicated on a continuous basis and in a manner suitable for the target audience.

In addition to taking sustainability matters into account in the product landscape, great importance is attached to integrating this topic into the advisory process. To help advisors improve their sustainability expertise, UNIQA Austria has developed a comprehensive training strategy that has been implemented since 2024. The strategy includes newly developed seminars, workshops and e-learning courses, as well as the integration of sustainability topics into existing training formats. On an international scale, since 2025 attention has also been paid to ensuring that advisors are highly qualified through workshops, training courses, educational courses, e-learning courses and similar formats.

2.5.3 Actions and resources in relation to climate change policies (E1-3)

In order to achieve the objectives of the UNIQA Sustainability Strategy and the Group Product Development Process Policy and to implement the identified decarbonisation measures, UNIQA was once again able to roll out numerous initiatives in the retail business in the financial year and to further integrate sustainability matters into products and consulting. It is currently not possible to estimate the GHG savings achieved and expected in connection with the climate change mitigation actions undertaken to date.

Actions in Austria

New ESG components were launched on the market in the Austrian product landscape through product innovations and updates. The “renewable energy technology” component of property insurance gives customers the ability to insure energy generation and recycling facilities such as solar technology and heat pumps independently of other coverage. In the mobility sector, a new car tariff has been continued, including dedicated services for electric vehicles and their batteries as well as a carbon pricing model. This model offers price reductions for low-consumption vehicles.

In the financial year, particular attention was given to incorporating climate risks into insurance products in an even more targeted manner and on developing innovative solutions for climate change adaptation. One key outcome of this development is the heat stress clause, which was implemented for the first time in accident insurance. In doing so, UNIQA is responding to the growing challenges posed by climate-related changes and laying the foundations for greater protection against climate-related risks for customers in the future.

At the same time, the market positioning of ESG product features was enhanced. Targeted testing campaigns have evaluated various approaches to determine how sustainability-related product features are perceived by customers and which communication strategies are particularly effective. The insights gained are directly incorporated into the further development of product and marketing strategies and help to anchor ESG aspects even more firmly in the market.

Another focus was on training employees on sustainability and the associated regulatory requirements and raising their awareness of these issues. In 2025, a target group-based mandatory e-learning course was held for sales employees, supported by monitoring. As a result, employees are kept informed about the latest regulatory requirements and can actively incorporate sustainability topics into their advisory services. Numerous webinars and seminars were also offered for various target groups as part of voluntary training.

Actions in international markets

Other insurance companies outside of Austria are also continuously focusing on sustainability matters in their products. For example, a carbon pricing model for vehicles that offers advantages for vehicles that produce lower CO_2 emissions has been on the market in Czechia and Slovakia since 2023 and in Croatia since 2024.

In certain countries, the focus was on providing training to ensure employees possess the necessary skills. For example, targeted training concepts were developed in Czechia, Slovakia, Poland and Hungary to raise awareness of sustainability among employees.

2.5.4 Targets related to climate change mitigation and adaptation (E1-4)

Quantitative targets and corresponding action plans for the strategic focus areas in the retail business in accordance with the targets defined in the Paris Agreement are still being prepared and will be published within the next two years. Until then, the focus will be on integrating ESG criteria into product development, as well as on updating and providing appropriate customer advisory. There is currently no mandatory guideline in place for measuring the effectiveness of ESG criteria in product development. The ESG Guideline and/or the associated ESG Product Check in the product development process merely ensure the consistent internal evaluation of ESG features and their transparency.

2.5.5 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

Regarding the retail business, UNIQA quantifies insurance-associated Scope 3 emissions from the motor portfolio of private individuals based on a calculation model and estimates in line with the PCAF Standard. This produces figures on GHG emissions that can be allocated to the insured vehicles. Emissions produced by a vehicle are attributed to the insurance company on a pro rata basis. The resulting findings make it possible to map the impacts of vehicles insured by UNIQA on the climate.

To calculate the corresponding emissions, the annual distance travelled by the respective vehicle is multiplied by a country-specific attribution factor. The allocation factor applied for the pro rata allocation of insurance-associated emissions produced by the UNIQA motor portfolio is derived from an additional document published by PCAF. The countries listed in the document are considered based on the factors specified therein. The share of insured emissions in Austria remains unchanged compared with the previous year at 7.71 per cent. A country-specific average of 4.48 per cent is applied for countries that are not listed, which also corresponds to the average applied in the previous year.

Due to the lack of sufficient local databases to extrapolate the average distances travelled in certain countries, UNIQA applies the figures released by the German Federal Motor Transport Authority as the source. When calculating emission figures for vehicles powered by combustion engines and hybrid engines, the respective average emission figures for each listed vehicle specific to the brand and year of registration published in the European Environment Agency (EEA) database are considered. When calculating emissions produced by electric vehicles, the country-specific electricity mix is taken into account through the grid emission factor, which reflects the emissions intensity of the respective country's electricity generation.

In general, the quality of the data used is evaluated in line with the PCAF Standard on a scale of 1 to 5. The lower the score, the higher the quality. The PCAF Standard provides three different options for calculating insurance-associated emissions. The first option is based on actual vehicle-specific emissions derived from actual consumption or performance data. The second option is based on estimated vehicle-specific emissions derived from statistical data. The third option is based on estimated non-vehicle-specific emissions derived from general statistical averages. Due to the limited availability of data, UNIQA uses all three options.

Considering the uncertainty regarding primary data in certain countries and the limited availability of country-specific secondary data for kilometres driven, a PCAF score of 5 was calculated for the financial year. In particular, the dependence on secondary sources makes it difficult to provide a more precise account of emissions for certain parts of the portfolio. In certain instances, the current data quality aligns with the definition of better (lower) scores, such as for emission intensity, based on the specific make and model of the vehicle. At present, it is not always possible to calculate emissions separately for individual vehicle groups for the Austrian market. In this scenario, figures are extrapolated on the basis of the parts of the insurance portfolio for which emissions information is available. In the financial year, insurance-associated emissions from the motor portfolio amounted to 389,531 tonnes of CO_2e (2024: 393,405 tonnes of CO_2e).

UNIQA plans to improve the accuracy and transparency of its motor portfolio calculations. One of the primary objectives is to refine the data sources used to calculate the kilometres travelled in the respective countries. This can be achieved through external partnerships or by using meaningful internal data sources, which would require collecting more detailed information on consumption behaviour, for example regarding charging cycles and kilometres driven.

2.6 CLIMATE CHANGE IN REAL ESTATE AND OPERATIONAL ECOLOGY

2.6.1 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

UNIQA has identified several material impacts, risks and opportunities associated with real estate and own operations with regard to climate change adaptation, mitigation and energy consumption. The failure to adequately reduce GHG emissions (Scope 1 and 2) in relation to both real estate and the vehicle fleet represents one material impact, which has the potential to further increase the GHG intensity in the atmosphere. Another material impact stems from energy consumption, which could put significant strain on the power grid in the event of energy crises or greater dependence on volatile renewable energy. To counteract this, actions to increase the energy efficiency of buildings and investments in renewable energy are planned in order to reduce the load on the grid and to cover a share of UNIQA's energy requirements. In addition, there is a physical climate risk that extreme weather events may cause damage to both owner-occupied properties and properties held as financial investments. Further transition risks result from increasing regulatory requirements governing emissions and energy efficiency, which may ultimately result in stranded assets in the event of non-compliance. Particularly in times characterised by limited energy availability and high energy costs, dependence on external energy suppliers could pose a financial risk for the ongoing operation of UNIQA sites.

To assess the risks of environmental events to investment properties, a climate risk analysis was carried out in the financial year for 77.1 per cent (2024: 74.4 per cent) of the investment properties with a fair value of around €3.0 billion (2024: €3.0 billion) (see also the "Investments and Taxonomy-eligible activities" chapter of the Principles for reporting on the EU Taxonomy). A high climate risk was identified for two (2024: two) of the properties analysed. In the future, climate risk analyses will be carried out on investment properties as well as owner-occupied properties to ensure that the entire owned property portfolio has been assessed with regard to risk. The climate scenario RCP 8.5 (global temperature rise of 4.3°C by 2100) for the period 2020 to 2100 was applied for climate risk analyses. The climate risks assessed, including floods, storms and heat stress, are based on the specifications of the EU

Taxonomy Regulation. Based on the analysis, a financial risk of €7.7 million (2024: €7.6 million) was determined for the EU Taxonomy-eligible investment properties. The risks identified are examined in detail and shortcomings remedied with appropriate measures.

2.6.2 Policies related to climate change mitigation and adaptation (E1-2)

The climate strategy pursued by UNIQA aims to mitigate the risks of climate change while simultaneously leveraging opportunities to drive the transformation to a low-carbon economy. The strategy is closely linked to the goals of the Paris Agreement and follows the 1.5°C trajectory as closely as possible in line with the validated SBTi targets. This applies to both owner-occupied properties held by UNIQA and investment properties. Responsibility for the operational implementation of the strategy lies with the member of Management Board for Operations with respect to the vehicle fleet and the member of the Management Board for Asset Management with respect to the properties. The strategy encompasses climate change adaptation, climate change mitigation, energy efficiency and the use of renewable energy, and is based on the following priorities:

Decarbonisation of real estate and increase in energy efficiency

UNIQA has set itself the SBTi-validated target of reducing the GHG emissions (Scope 1 and 2) of owner-occupied properties by 42 per cent by 2030 compared with the base year of 2021. Under the long-term climate strategy, owner-occupied properties held by UNIQA as well as investment properties in Austria will reach net-zero emissions by 2040 and in all other countries in which UNIQA operates by 2050. To this end, measures such as thermal renovations, transitioning to sustainable heating systems, greater use of certified electricity from renewable sources and improving energy efficiency are planned with actions such as optimising heating, air-conditioning and ventilation systems along with expanding energy monitoring.

Electrification of the vehicle fleet

Electrification of the vehicle fleet provides further leverage for decarbonisation. The goal is to achieve a complete transition to electric vehicles by 2030 in Austria and by 2040 across the Group. Plans include accompanying the transition with an expansion of the charging infrastructure.

Use of renewable energy

For several years now, UNIQA sites in Austria have exclusively purchased energy from renewable sources for owner-occupied properties, and since 2024 only electricity certified according to Eco-label Guideline 46 has been purchased. In addition, photovoltaic installations are continually being installed to reduce the need for electricity purchased from external suppliers. A transition to renewable energy is also planned for heating systems. By 2035, all oil and gas heating systems and direct heating systems at the Austrian sales offices will be replaced by more environmentally friendly alternatives such as district heating, heat pumps and biomass heating systems.

Management systems

As a further component of the sustainability strategy, UNIQA integrated its existing in-house energy management system into an EMAS and ISO 14001 certified environmental management system in 2024 at both the Austrian sales offices and MavieMed Group company sites. The objective behind this move is to continuously improve environmental performance based on a systematic approach and to minimise negative environmental impacts. The system was successfully recertified in the financial year.

2.6.3 Actions and resources in relation to climate change policies (E1-3)

Decarbonisation of properties

In the financial year, UNIQA invested €2.3 million (2024: €3.0 million) in order to reduce the GHG emissions of properties and to adapt to climate change. A further €5.2 million investment volume is planned for 2026. These investments are aimed at achieving the targets set forth in the Paris Agreement and improving the physical resilience of the properties owned by UNIQA. They will make a significant contribution to achieving UNIQA's SBTi targets and net-zero emissions by 2040 in Austria, and by 2050 in all other countries in which UNIQA operates.

With regard to buildings, the transition to sustainable heating systems such as heat pumps, biomass heating and district heating plays a major role. €0.6 million (2024: €0.5 million) was invested for this in the financial year, with an additional €2.0 million earmarked for 2026. In the financial year, three (2024: four) fossil fuel heating systems were replaced by greener alternatives, resulting in an estimated 13 tonnes (2024: 19 tonnes) of Scope 1 GHG emissions saved each year. By 2035, all oil and gas heating systems at the Austrian sales offices will be replaced by more environmentally friendly alternatives such as heat pumps, district heating and biomass heating systems.

Improving energy efficiency

UNIQA is also investing in reducing energy consumption. In the financial year, €1.7 million (2024: €2.5 million) was invested in reducing energy consumption, with an additional €3.2 million earmarked for 2026. The measures taken to date have been accompanied by the expansion of the comprehensive energy monitoring system launched in Austria back in 2018 to three (2024: five) additional sites in Central and Eastern Europe. Energy monitoring has enabled UNIQA to achieve estimated annual savings of 1 MWh (2024: 66 MWh) in district heating, 17 MWh (2024: 0 MWh) in gas and 312 MWh (2024: 112 MWh) in electricity, reducing Scope 1 and Scope 2 emissions (location-based) by an estimated 86 tonnes of CO_2e (2024: 39 tonnes of CO_2e) as a result. The monitoring system is designed not only to increase efficiency, but also to continuously optimise energy consumption. The aim behind this is to reduce dependence on external energy suppliers and increase resilience in the event of energy crises.

Use of renewable energy

Photovoltaic systems with a total capacity of 176 kWp (2024: 205 kWp) were installed at four (2024: three) sites in Austria in the financial year. According to estimated figures, this will reduce Scope 2 GHG emissions (location-based) by 44 tonnes of CO_2e (2024: 64 tonnes of CO_2e) each year.

Electrification of the vehicle fleet

Compared with the previous year, the share of electric vehicles in Austria rose from 57.2 per cent to 74.0 per cent. However, internationally the share fell from 1.1 per cent to 0.9 per cent due to the sale of the companies in Albania, North Macedonia and Kosovo.

The materiality of these measures is clearly reflected in their prioritisation: The transition to renewable energy and improving energy efficiency are key to reducing Scope 1 and Scope 2 emissions and achieving the decarbonisation targets.

The financial resources allocated to these measures highlight UNIQA's commitment to achieving its climate targets while adapting its real estate portfolio and operational ecology to the regulatory and physical requirements brought about by climate change. In the financial year, work began on a detailed action plan to transition electricity requirements to renewable energy at all owner-occupied properties.

2.6.4 Targets related to climate change mitigation and adaptation (E1-4)

UNIQA aims to achieve net-zero emissions in Austria by 2040 and Group-wide by 2050 for both UNIQA's owner-occupied properties and investment properties. The goal for the vehicle fleet is to achieve this target in Austria by 2030 and Group-wide by 2040. To this end, UNIQA has set an interim science-based target and is committed to reducing its Scope 1 and Scope 2 emissions from owner-occupied properties and vehicle fleet by 42 per cent by 2030 against the base year of 2021. Up to the end of the financial year, Scope 1 and Scope 2 GHG emissions had fallen by a total of 15.9 per cent (2024 restated: 16.3 per cent; 2024 published: 13.3 per cent) compared with the baseline value. The baseline value was changed retrospectively in the financial year to 11,900 tonnes of CO_2e (2024 restated: 11,902 tonnes of CO_2e; 2024 published: 14,510 tonnes of CO_2e). The reasons behind the change in the baseline value are the same as those for the correction of prior-year energy consumption and are described in the section Energy consumption and mix. The interim target has been validated by SBTi and is therefore consistent with the 1.5°C limit pathway set out in the Paris Agreement.

Decarbonisation of real estate and increase in energy efficiency

UNIQA also pursues clear climate objectives in the real estate sector: A full phase-out of oil is planned for all investment properties by 2030.

Electrification of the vehicle fleet

The goal for Austria is to achieve complete electrification by 2030. Internationally, the interim target is to achieve 20 per cent by 2030 with a full transition by 2040.

Use of renewable energy

By 2035, 10 per cent of the electricity consumed by Austrian sales offices over the course of the year on a net basis will be covered by self-generated photovoltaic electricity. At present, this share stands at 10.9 per cent (2024: 8.7 per cent), with which the target was already met in 2025.

EU Taxonomy

Alignment with the EU Taxonomy provides the main benchmark with regard to investment properties. The target was to increase the EU Taxonomy alignment of investment properties to 76.8 per cent (2024: 74.4 per cent) by the end of the financial year in terms of their fair value.

As things stand, it is not possible to provide detailed information on the contribution of the respective decarbonisation levers towards achieving individual targets related to the transition to green electricity.

2.6.5 Energy consumption and mix (E1-5)

In the financial year, the total energy consumption of owner-occupied properties plus investment properties was 205,791 MWh (2024 restated: 220,013 MWh; 2024 published: 258,168 MWh). As primary data for the entire year is only available for a certain number of the properties, estimation methods have been employed for properties for which primary data is only partially available or not available at all. 92.4 per cent (2024 restated: 73.9 per cent; 2024 published: 70.3 per cent) of owner-occupied properties (in terms of m² of floor space; owned and leased) are covered by primary data. 32.9 per cent (2024 restated: 28.4 per cent; 2024 published: 32.4 per cent) of the primary data collected is based on current annual data, whereas 59.5 per cent (2024 restated: 45.5 per cent; 2024 published: 37.9 per cent) is based on historical data such as heating consumption from 1 July 2024 to 30 June 2025. This approach has been validated through internal analyses and comparisons between historical and current annual consumption data. At present, neither current nor historical primary data is available for 7.6 per cent (2024 restated: 26.1 per cent; 2024 published: 29.7 per cent) of owner-occupied properties, resulting in a secondary data method being applied instead. By contrast, this share rises to 100 per cent for investment properties. Average values are calculated for these buildings on the basis of energy-relevant building characteristics, and electricity and heat consumption are extrapolated from these figures. Building characteristics that may be considered in the calculation include type of use, floor space, year of construction (if not known, the average energy expenditure category for the years of construction 1977 to 2008 is used as a benchmark), type of electricity purchased, geographical location, type of ventilation, air conditioning and heating system, and energy expenditure categories extrapolated on the basis of heating and cooling degree days. The averages for the respective building characteristics were obtained from databases that are not publicly accessible. The use of smart metres and green leases improves data quality, continuously increasing the share of properties for which primary data is available as a result. Future action plans and property-specific optimisation measures can be developed on this basis for the entire real estate portfolio. Nevertheless, despite accounting for the building characteristics, significant differences may arise between estimated and actual energy consumption.

In the financial year, improvements were made to the calculation model and adjustments were made to the allocation of floor space between owner-occupied properties and properties used by third parties. The prior-year figures for total energy consumption, the resulting GHG emissions for the properties and all metrics based thereon were restated accordingly.

The average energy consumption of owner-occupied properties came to 161 kWh/m² (2024 restated: 175 kWh/m²; 2024 published: 182 kWh/m²).

Of the electricity purchased that is consumed in owner-occupied properties, 53.6 per cent (2024 restated: 48.7 per cent; 2024 published: 64.8 per cent) comes from renewable energy sources. Information on the share of renewable energy sources is not available for investment properties.

The energy consumption of the vehicle fleet came to 14,400 MWh (2024: 15,265 MWh), of which 3.2 per cent (2024: 1.9 per cent) was from renewable energy sources. With annual mileage of 27,962,615 kilometres (2024: 27,276,702 kilometres), the fleet's specific energy consumption is 52 kWh/100 km (2024: 56 kWh/100 km).

Data on the vehicle fleet was aggregated using software-based fuel card evaluation systems, petrol station receipts, expense claims and driver's logbooks. In cases where data was incomplete or unavailable, an estimate was made at the individual vehicle level, considering the respective propulsion or fuel type and the vehicle type. This estimate is based on data from comparable vehicles in the company's fleet along with data sourced from publicly accessible databases. For around 93.1 per cent (2024: 92.2 per cent) of owner-occupied vehicles, fuel consumption data is presented on the basis of primary data.

In the financial year, fleet data was analysed and a plan was developed to achieve the targets for 2030 (100 per cent electric vehicles in Austria, 20 per cent internationally). To this end, a simulation was carried out in coordination with all responsible fleet managers for the years 2026 to 2030 to see how the composition of the fleet is expected to change in their areas of activity by 2030. As a result of the simulation, it can be assumed that exclusively electric vehicles will be used in Austria by as early as the end of 2028, and that the share of electric vehicles outside of Austria will also increase from 1 per cent in 2024 to around 30 per cent by 2030. The Group-wide share of electric vehicles is expected to reach around 40 per cent by 2030. It can therefore be assumed that the set targets can be achieved. Based on the simulation, around 1,900 tonnes of CO_2e can be saved Group-wide by 2030 through the electrification of the vehicle fleet and ad hoc reductions in the size of the vehicle fleet, thereby contributing to SBTi target achievement.

Energy consumption and mix

	Vehicle fleet		Real estate			Total		
	2025	2024	2025	2024 restated	2024 published	2025	2024 restated	2024 published
(1) Fuel consumption from coal and coal products (MWh)		-		-	-	-	-	-
(2) Fuel consumption from crude oil and petroleum products (MWh)	13,673	14,839	648	834	329	14,321	15,674	15,169
(3) Fuel consumption from natural gas (MWh)	6	-	76,871	84,691	86,501	76,877	84,691	86,501
(4) Fuel consumption from other fossil sources (MWh)	-	-	199	199	136	199	199	136
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	183	100	48,630	48,270	63,493	48,813	48,370	63,593
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	13,862	14,939	126,348	133,994	150,459	140,210	148,933	165,399
(7) Consumption from nuclear sources (MWh)	77	41	9,648	9,317	12,658	9,724	9,358	12,699
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	-	-	738	467	258	738	467	258
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	462	284	68,014	75,195	93,652	68,476	75,479	93,936
(10) The consumption of self-generated non-fuel renewable energy (MWh)	-	-	1,044	1,041	1,140	1,044	1,041	1,140
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	**462**	**284**	**69,795**	**76,703**	**95,051**	**70,257**	**76,987**	**95,335**
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	**14,400**	**15,265**	**205,791**	**220,013**	**258,168**	**220,191**	**235,278**	**273,433**
Share of fossil sources in total energy consumption (%)	96.3 %	97.9 %	61.4 %	60.9 %	58.3 %	63.7 %	63.3 %	60.5 %
Share of consumption from nuclear source in total energy consumption (%)	0.5 %	0.3 %	4.7 %	4.2 %	4.9 %	4.4 %	4.0 %	4.6 %
Share of renewable source in total energy consumption (%)	3.2 %	1.9 %	33.9 %	34.9 %	36.8 %	31.9 %	32.7 %	34.9 %

Energy intensity

The energy intensity of activities in high climate impact sectors per net revenue from these sectors amounted to 1,039 MWh per € million (2024 restated:1,142 MWh per € million, 2024 published: 1,464 MWh per € million) of net revenue and related exclusively to real estate activities (NACE code L). The numerator for calculating energy intensity is the total energy consumption of investment properties. The denominator comprises all rental income from these properties (see “Investments”, “Investment properties” in the Notes to the Consolidated Financial Statements).

2.6.6 Gross Scopes 1, 2, 3 and Total GHG emissions (E1-6)

A calculation tool (akaryon ESG Cockpit) was used to calculate the emissions of the real estate and the vehicle fleet and to assign them to the individual scopes. It specifies factors for each substance, such as fuel consumed by the vehicle fleet, which are used to calculate the resulting emissions. These factors are primarily based on the ecoinvent database, version 3.10 (GWP 100, IPCC 2021) and are managed and continuously updated by the software provider. They are applied to the real estate and the vehicle fleet of all consolidated companies.

The input data was determined in accordance with the methods described in “Energy consumption and mix (E1-5)”. Refrigerants were only included in the calculation for buildings for which primary data was collected.

In cases where primary data on energy consumption was not available, it was estimated on the basis of the following criteria: property size, year of construction, asset class, heating type, green electricity supply (100 per cent yes/no) and the presence of an air conditioning system.

Emissions resulting from electricity consumption are calculated on the basis of the country-specific average electricity mix. If it can be verified that exclusively green electricity is purchased for a property, emissions are set at zero. Total emissions from district heating are allocated to

Scope 2. Based on the assumption that energy consumption will be lower for empty properties, the respective consumption values are reduced by 50 per cent compared with occupied properties. Emissions produced by electricity and heat consumption at investment properties are included in total under Scope 1 and Scope 2.

GHG emissions from properties (Scope 1 and 2)

in t CO_2e

	Owner- occupied properties			Investment properties			Total		
	2025	2024 restated	2024 published	2025	2024 restated	2024 published	2025	2024 restated	2024 published
Scope 1 GHG emissions									
Gross Scope 1 GHG emissions	2,304	1,184	1,541	12,492	15,605	15,895	14,796	16,789	17,436
Scope 2 GHG emissions									
Gross location-based Scope 2 GHG emissions	10,484	9,663	11,441	16,032	14,793	21,720	26,516	24,457	33,161
Gross market-based Scope 2 GHG emissions	3,806	4,707	6,959	9,123	8,722	12,547	12,929	13,429	19,506

Vehicle fleet GHG emissions

	2024	2025	Target year (2030)	Target year (2040)
Share of electric vehicles in the Austrian vehicle fleet	57.2 %	74.0 %	100 %	100 %
Average CO_2 emissions of the Austrian vehicle fleet according to emissions figures reported by vehicle manufacturers (g CO_2/km)	35	19	0	0
Share of electric vehicles in the vehicle fleet outside Austria	1.1 %	0.9 %	20.0 %	100 %
Average CO_2 emissions of the vehicle fleet outside Austria according to emissions figures reported by vehicle manufacturers (g CO_2/km)	123	119	80	0

3. Biodiversity and ecosystems (ESRS E4)

3.1 BIODIVERSITY AND ECOSYSTEMS IN INVESTMENT

3.1.1 Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3) and description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities (ESRS 2 IRO-1)

Biodiversity, which encompasses the diversity of species, ecosystems and genetic resources, is essential to the resilience of natural systems and the global economy. Ecosystems provide services such as carbon storage, water purification, pollination, and climate regulation – all of which support business continuity and long-term value creation. Nevertheless, biodiversity is declining rapidly. For investors, biodiversity loss represents both a systemic risk and a source of potential disruption. Environmental degradation can impact supply chains, increase operating costs and expose companies to regulatory and reputational risks. As part of its materiality assessment, UNIQA has identified potential negative material impacts to biodiversity in relation to companies in which UNIQA invests.

UNIQA's investment portfolio was initially analysed using biodiversity data from the external data provider ISS as part of the materiality assessment. To gain a deeper understanding of the portfolio's dependencies and impacts on biodiversity, an additional analysis was conducted using publicly available data from *ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure)*. ENCORE provides sector-specific data for biodiversity-related impacts and dependencies. Based on this data, the investment portfolio was examined to identify sectors that either have a material negative impact on biodiversity or are highly dependent on it. Companies in the mining, construction and energy supply sectors were found to have the greatest impact on biodiversity, while companies from the hospitality sector, in particular, demonstrated high dependencies on biodiversity. An analysis of impacts and dependencies on biodiversity sub-topics such as land degradation, desertification and soil sealing has not been conducted.

3.1.2 Transition plan and consideration of biodiversity and ecosystems in strategy and business model (E4-1)

Based on these analyses, biodiversity was identified as material to UNIQA's investment strategy for the first time in 2025. In view of the importance of the topic and the risks associated with it, UNIQA has integrated biodiversity aspects into its investment approach. UNIQA currently has no transition plan in relation to biodiversity.

3.1.3 Policies related to biodiversity and ecosystems (E4-2)

The UNIQA Group's Responsible Investment Guideline provides for the integration of ESG criteria into investment decisions. To date, UNIQA has focused on climate change, while biodiversity-related issues have largely been taken into account through the elimination of norm violations, including serious environmental damage. Once biodiversity was classified as material, UNIQA started monitoring investments in companies with negative impacts on biodiversity-sensitive areas.

3.1.4 Actions and resources related to biodiversity and ecosystems (E4-3)

In 2025, UNIQA joined a collaborative biodiversity engagement initiative organised and led by ISS. As part of this engagement, ISS selects companies from sectors with material impacts or dependencies on biodiversity, including the food sector, the oil and gas industry and mining. The engagement process aims to integrate biodiversity-related aspects into corporate strategies, reduce negative impacts of business activity and improve the reporting of biodiversity-related data. These engagements are long-term and involve recurrent interactions with the companies over the course of several years.

In addition to the sector-specific analysis with ENCORE, UNIQA monitors its exposure to companies that ISS has classified as having a negative impact on biodiversity-sensitive regions and that have not taken action to mitigate the corresponding negative impact.

Negative impacts are defined by ISS as a specific controversy involving a credible allegation or proven instance of corporate misconduct in which the investee company is directly involved and for which it has not taken any remedial actions.

The indicator also covers biodiversity-sensitive regions, including areas protected under the UNESCO World Heritage Convention and the Ramsar Convention on Wetlands.

This indicator is an important and standardised measure for monitoring the impacts of investments on biodiversity and is widely recognised because it has been included as a key indicator in the European Union's reporting on principal adverse impacts (PAIs) under the Sustainable Finance Disclosure Regulation (SFDR).

Due to its relevance for assessing risks and impacts related to biodiversity, UNIQA has identified this indicator as a key metric for the development of its biodiversity investment strategy.

3.1.5 Targets related to biodiversity and ecosystems (E4-4)

UNIQA has not yet defined any portfolio-wide biodiversity targets. The current focus is on building a thorough understanding of biodiversity dependencies and impacts as a first step. As outlined above, UNIQA has begun to monitor its exposure to investments in companies with negative impacts on biodiversity-sensitive areas and to participate in a collaborative engagement initiative to create a stable basis that will allow meaningful and ideally evidence-based targets to be set in the future.

3.1.6 Impact metrics related to biodiversity and ecosystems change (E4-5)

UNIQA monitors its portfolio for investments in companies that have a negative impact on biodiversity-sensitive regions using the ISS metric described above. As of the reporting date, there was no exposure to any corresponding companies based on this indicator.

4. The UNIQA workforce (ESRS S1)

4.1 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL (ESRS 2 SBM-3)

UNIQA had a workforce of 15,866 employees in the financial year (2024: 16,394). Employees are defined as any person who is in an employment relationship with and works for UNIQA. This definition does not cover individuals who do not actively work for UNIQA. This mainly concerns persons on leave of absence (parental leave, study leave, caregiver leave, or similar), persons in the passive phase of partial retirement arrangements, persons on company and community service, and persons on other longer-term leave not compensated by the company. The above figure does not include non-employee workers for whom an optional phase-in provision in accordance with ESRS has been applied. Non-employee workers include individuals with whom agreements resembling contracts for work have been concluded (self-employed people) and workers mediated through labour supply contracts concluded with recruiters. The employees of the insurance business work both in the office and in the field. While sales staff are exclusively assigned to underwriting and policy acquisition, office staff can be responsible for underwriting and policy acquisition as well as administration. A further significant percentage of employees are employed at various service companies and in the health sector. UNIQA provides its employees with several options with regard to working hours (full-time, part-time, marginal employment) and employs interns and apprentices.

In UNIQA's corporate strategy, human resources-related measures play a key role in preventing any potential negative impacts on employees. Employees are given a voice on day-to-day business performance through their dialogue with the Works Council, the employee survey conducted twice a year and their active involvement in strategic measures as part of the People Strategy. The following topics were identified as being relevant in the short, medium and long term:

- Insufficient action against deliberate or unconscious discrimination could result in certain genders or age groups being underrepresented in the hierarchy, creating unjustified pay gaps, or making it difficult for persons with disabilities to gain access to employment. UNIQA actively addresses these challenges with its Group Justice, Equity, Diversity & Inclusion (JEDI) Strategy and takes appropriate action to counteract them. Employee feedback on how the Group manages diversity is collected as part of the UNIQA employee survey. A special focus is placed on narrowing the adjusted gender pay gap and increasing the proportion of women in management positions, for both of which a specific target has been defined. Details on these actions and targets are disclosed in the following sections.
- Following up on incidents such as violence and harassment is also considered crucial. Failure to consistently manage reports or a lack of reporting channels can result in material negative impacts for employees, for example due to psychological stress or fear of possible incidents. UNIQA ensures that human and labour rights are respected by explicitly incorporating the principles of the UN Global Compact into its Code of Conduct.
- Furthermore, inadequate training measures could restrict the professional development of employees, not only potentially hampering their personal development, but also jeopardising the Group's competitive standing in the long term. In order to promote the professional development of its employees, the UNIQA Group People Policy sets binding standards for training, supports the corporate strategy and boosts the attractiveness of UNIQA as an employer.
- Due to the nature of the insurance business, there are no special negative impacts with regard to the topics listed above. The negative impacts described stem from factors inherent to the labour market and the general economic dependence of workers on employers and are not attributable to individual circumstances. By the same token, UNIQA's climate strategy and emissions reduction targets do not negatively impact its employees.

Digital innovations, regulatory changes and evolving customer expectations are transforming the insurance industry. New competencies in digital technologies, data analysis and customer experience management are required to operate in this new environment. However, demand for these specialist skills exceeds supply on the labour market. Personnel shortages in the short to medium term constitute an operational risk for UNIQA, which can manifest as a loss of quality in internal processes or breaches of regulatory requirements, for example. Both cause customers to cease doing business with the Group or lead to reputational damage. Personnel shortages can arise in particular if the Group is unable to recruit or retain employees due to UNIQA's lack of attractiveness as an employer, or if insufficient training is provided to help them unleash their full potential. To minimise this risk and to make UNIQA more attractive as an employer, country-specific employee options and development opportunities are offered.

The materiality assessment did not reveal any indications of employee groups that could be particularly affected by negative impacts due to their environment or activities. The only employee groups found to be at risk of potential negative impacts in relation to safe employment were employees on temporary or part-time contracts.

4.2 POLICIES RELATED TO UNIQA'S OWN WORKFORCE (S1-1)

The UNIQA People Strategy is based on the following main pillars:

- Employee & customer experience
- Culture
- Leadership & upskilling re-skilling
- JEDI (justice, equity, diversity & inclusion)

The People Strategy is available to employees on the intranet, while the Group Justice, Equity, Diversity & Inclusion Strategy is available both internally on the intranet and publicly online. The aforementioned policies and associated policies (Group People Policy and Group Justice, Equity, Diversity & Inclusion Policy) are decided by the Group Executive Board (GEB) and apply to all (re)insurance companies and their branches.

Labour and human rights

Labour and human rights include the right to freedom of association and collective bargaining and protection against gender, religious and political discrimination in addition to discrimination on national or social grounds. UNIQA does not tolerate child or forced labour, (modern) slavery or human trafficking in its business activities under any circumstances. Although UNIQA does not have a specific human rights policy in place, the principles of the UN Global Compact have been adopted in the form of ten guiding principles in the mandatory Group-wide Code of Conduct. The interests of employees are thereby explicitly reflected in the Code of Conduct. In line with the general whistleblower process, the compliance function investigates and tracks all violations of the code it becomes aware of (see "Internal policies and the EU Whistleblowing Directive").

As an insurance company, UNIQA processes a large volume of data as a result of its business activities; the protection of personal data – a fundamental right which also affects the privacy of employees – is emphasised. A Groupwide data protection management guideline also defines data protection guidelines for employees. Further explanations of the impacts, risks and opportunities as well as policies, actions and targets regarding data protection in relation to the company's own workforce can be found in the "Consumers and end-users" section in the respective "Data protection" sub-sections.

Inclusion, diversity and equal opportunity

The Group Justice, Equity, Diversity & Inclusion (JEDI) Policy is part of the Group People Policy and is also based on the principles of the UN Global Compact. It is governed by local laws and the Disability Employment Act (BEinstG). The policy takes a clear stance against any form of discrimination, harassment or bullying and is intended to ensure that people are treated with respect and appreciation without facing discrimination.

Ultimate responsibility for the Group Justice, Equity, Diversity & Inclusion Policy lies with the member of the Management Board for People & Brand. According to the policy, managers and employees are required to recognise and report unacceptable behaviour. A standardised process must be observed when handling incidents of discrimination, including annual, anonymised reporting on any corresponding cases.

The seven overarching targets of the UNIQA Group Justice, Equity, Diversity & Inclusion Strategy are as follows:

- Equal pay for work of equal value
- Promoting equal opportunity by increasing the percentage of women in management roles
- Improving generation management
- Promoting work-life balance
- Leveraging the internationality and cultural diversity of the 14 countries in which UNIQA operates as a strength
- Enhancing inclusion and support of persons with disabilities
- Respecting the sexual orientation and identity of each individual

Training and skills development

The Group People Policy sets out requirements and standards for employee development to support the corporate strategy and make UNIQA an attractive employer. The policy is overseen and communicated by the member of the Management Board responsible for People & Brand. A comprehensive learning portfolio is available to ensure that the necessary capabilities to achieve the company's objectives are in place.

4.3 PROCESSES FOR ENGAGING WITH UNIQA'S OWN WORKERS AND WORKERS' REPRESENTATIVES ABOUT IMPACTS (S1-2)

Maintaining an ongoing dialogue with employees is a top priority at UNIQA. Employee surveys help UNIQA to identify and recognise its employees' needs in order to develop concrete steps designed to increase employee satisfaction, loyalty and identification with UNIQA as an employer. The employee survey has been conducted twice a year since 2023. It includes employees from insurance companies, their branches and IT service units in Bulgaria, Austria, Romania, Slovakia and Hungary. In addition, employees are asked about a wide range of topics along the employee journey every two years in a comprehensive long-form employee survey that replaces one of the two standard surveys. Measured on the basis of the EX Index (Employee Experience), employee satisfaction currently stands at 4.1 out of 5 stars, representing no change compared with the previous survey carried out in May 2025. A total of more than 10,000 employees participated in the last survey.

In all the countries where UNIQA Group companies are located, employees are represented by labour representatives or trade unions in accordance with the applicable local laws.

Feedback from the employee survey and from the dialogue with workers' representatives is documented, incorporated into decision-making and communicated both on a general basis and by managers. Operational responsibility for incorporating findings into the corporate strategy lies with the member of the Management Board responsible for People & Brand.

4.4 PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR UNIQA WORKERS TO RAISE CONCERNS (S1-3)

All employees can access the UNIQA Group Whistleblower Portal (see information in the section entitled "Internal policies and the EU Whistleblowing Directive") and receive an introduction to the platform as part of compliance training. Reports can either be submitted anonymously or with the disclosure of the employee's or third party's name. The Compliance function also centrally documents reports received by other units in the whistleblower portal. Beyond this, employees can use the employee survey as a platform for raising their concerns.

4.5 TAKING ACTION ON MATERIAL IMPACTS ON THE UNIQA WORKFORCE, AND APPROACHES TO MITIGATING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO OWN WORKFORCE, AND EFFECTIVENESS OF THOSE ACTIONS (S1-4)

Labour and human rights

UNIQA actively promotes a safe, non-discriminatory work environment. This commitment is set out in clear guidelines such as the Code of Conduct and a comprehensive diversity and inclusion strategy. In addition to the whistleblowing platform in place, UNIQA has launched an e-learning module on equal treatment rights in Austria, which is mandatory for all employees. By taking these measures, UNIQA hopes to raise awareness among employees and ensure that neither exclusionary nor inappropriate behaviour, such as violence or harassment, is tolerated. This clear stance was further strengthened in 2025 by the creation of a document shared throughout UNIQA. The goal is to educate, offer support and provide orientation in order to effectively protect employees against discrimination and any abuse of power. UNIQA also ensures that complaints are handled in a confidential, transparent and respectful manner. Anonymous statistics on complaints and incidents are compiled and published annually in the Diversity & Inclusion Committee (DICO). The Works Council is then informed about the findings.

Diversity and equal opportunity

The principles of justice equity, diversity and inclusion are firmly anchored in the JEDI strategy and are also reflected in the target agreements for managers, in particular with regard to gender equality and equal pay. In addition, these topics are promoted through training sessions on "Unconscious Mind, Inclusive Leadership", as well as through guidelines on filling management positions. The new programme "UNIQAline być kobietą" ("UNIQly to be a Woman") in Poland is a development-orientated initiative directed specifically at women in management positions. In addition to an annual mentoring programme that has been in place in Austria since 2021, a reverse mentoring programme designed to bring together young and experienced employees has been established. Following a successful pilot project in Bosnia and Herzegovina, Bulgaria, Croatia, Montenegro, Romania and Serbia, the mentoring programme was launched in all countries in 2025 with the aim of creating an inclusive and supportive work environment for all stages of life. The company's successful certification as a family-friendly company in Austria reaffirms this commitment. Additional measures have been defined as part of this process and are now being implemented in a structured manner. They include, for example, the expansion of flexible working models such as job sharing and part-time management positions, as well as various options for childcare support. A dedicated budget is available for the annual salary adjustment process to narrow any pay gaps. An in-house tool is available to simulate the impacts of planned updates to the salary structure and reveal any potential pay gaps for new hires. The tool is also aimed at simplifying target attainment with regard to the gender pay gap. Recertification with the equalitA quality seal for equal opportunity in the workplace reaffirms the measures taken in Austria. To foster a strong sense of belonging to the company among employees from the LGBTQIA+ community, UNIQA has decided to pursue the technical option to display pronouns.

Inclusion of people with disabilities

The diversity strategy defines the targeted recruitment of people with disabilities as a key objective. At the same time, special focus is being placed on promoting inclusion for employees with disabilities in everyday work. Several important advances were also made in the financial year. In Austria, Poland and Czechia, successful partnerships with local organisations were continued and expanded in order to facilitate access to the labour market and promote inclusive work environments. Furthermore, a renewed assessment of inclusion was conducted in Austria in the form of a key inclusion assessment, which showed better results than the peer group, particularly in the areas of awareness and competency as well as recruitment and support, and provided valuable insights for further actions to improve inclusion in the workplace. Another important step was taken with the election of a representative for employees with disabilities. In Austria, job advertisements are also published on specialised platforms to specifically target persons with disabilities and give them easier access to professional opportunities.

Training and skills development

The new "UNIQA University" learning management system was introduced in 2025. The system was progressively rolled out and is available to all employees and relevant external employees (e.g. brokers) from insurance companies, their branches and IT service units in Bulgaria, Austria, Romania, Slovakia and Hungary. It is equipped with state-of-the-art features including mobile access, AI-based course proposals and advanced monitoring that supports both compliance requirements and individual learning needs. A new catalogue of multilingual e-learning courses was published at the same time the platform was launched. These courses are designed to help employees develop skills that are particularly relevant to UNIQA's business success. To foster a positive leadership culture, leadership programmes are offered that equip managers with practical and essential leadership skills, enabling sustainable development in their roles.

In addition, pilot projects for new systems in the area of People Performance Management were launched in selected functions in Bosnia and Herzegovina, Bulgaria, Croatia, Montenegro, Austria, Romania and Serbia as well as in Talent Management using the NAVI platform. The Group-wide roll-out of these systems is planned for 2026. The new People Performance Management system facilitates an ongoing feedback process with transparent criteria and goals. As part of People Performance Management, performance targets can be freely defined together with managers, and goals set based on the UNIQA Guiding Principles, according to which employees are assessed in line with these corporate values. The new talent management platform NAVI offers employees personal development opportunities within the company based on their skills.

Culture and employee satisfaction

A strong corporate culture paves the way to achieving economic targets. Since 2022, more than 2,000 colleagues from 14 countries in which UNIQA operates have participated in activities on the topic of culture transformation across the Group. Here, culture is not viewed in isolation. Rather, the values are intentionally embedded in central people processes, for example in the onboarding process or in learning initiatives. In this way, these values are gradually integrated into everyday working life and put into practice for the long term.

Employee satisfaction is viewed as a shared responsibility. In 2024 and 2025, the focus was on enhancing the employee experience. The aim was to continually expand the Group-wide employee feedback cycle and to implement the resulting measures in a transparent and sustainable manner. Regional action plans were developed and translated into specific measures based on the findings and trends from the employee survey. Focus areas that have emerged across the countries in which UNIQA operates are study and career opportunities, collaboration, and performance and remuneration. Drivers of engagement were also analysed, offering valuable insights into the most important levers for motivation and loyalty.

As of September 2025, more than 600 managers and their teams had defined more than 1,000 measures that will be refined and implemented over the next few months. In this way, feedback flows directly into the design of the work environment. AI-based dashboards support implementation, make survey results transparent, facilitate analyses and promote dialogue in the teams.

UNIQA offers a wide range of health services to employees. In Austria, stress management programmes and various sports initiatives are available. Employees in Austria can access services such as psychology, nutrition and exercise coaching on the portal of Group company Mavie Work GmbH. Furthermore, health services tailored to local needs are available in other countries where UNIQA operates.

4.6 TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES (S1-5)

Target: Best employer for impact-driven employees

The company's target of becoming the best employer for impact-driven employees is enshrined in the UNIQA 3.0 strategy. The target also applies to the insurance companies and their branches along with IT service units in Bulgaria, Austria, Romania, Slovakia and Hungary. Target attainment is measured on the basis of two different indices, the EX (Employee Experience) Index and the Engagement Index, and is met if both reach 4.5 stars. The figure is calculated based on the seven stages of the employee journey: "I get hired", "I am onboarded", "I am working", "I am learning", "I am achieving my targets", "I am changing roles" and "I am rewarded". These stages are evaluated as part of the employee surveys conducted twice per year. The seven stages also incorporate key aspects of the work experience, including job satisfaction, purpose, well-being, and workload or stress.

The target for the EX Index is 4.5 out of 5 stars and is expected to be reached by 2028. The rating improved from 3.8 stars in the 2023 base year to 4.1 stars in the financial year (2024: 4.0 stars), indicating a positive trend. As the "I am engaged" stage is considered to be of particular importance within the employee journey, it was removed from the original EX Index in 2025 and is now covered as a separate metric named Engagement Index. Similarly to the EX Index, the Engagement Index is reviewed by means of biannual employee surveys. By 2028, UNIQA also aims to achieve a rating of 4.5 out of 5 stars for the Engagement Index. The reference value in the 2023 base year was 3.9 stars, with the Engagement Index figure reaching 4.1 stars in the financial year.

The Supervisory Board and the Management Board determined the target of "Best employer for impact-driven employees" without involving the employees in the decision-making process or in identifying remedies and improvement measures. An ambitious target was set to provide clear guidance for improving employee satisfaction. The selected target rating is demanding yet realistic and takes the company's internal circumstances into account. Moreover, the target matches the customer satisfaction target, which is also 4.5 stars.

Target: narrowing the adjusted gender pay gap

Set forth in the D&I strategy, the objective of gender equality and equal pay for equal work entails narrowing the adjusted gender pay gap for employees at insurance companies and their branches in Austria, Poland, Romania, Slovakia, Czechia and Hungary. In 2025, this target group was gradually expanded to include Bosnia and Herzegovina, Bulgaria, Croatia, Montenegro, Serbia and Ukraine. At the same time, the observation period was changed from the previous period (November to October) to the financial year (January to December). As part of this expansion, a target for the financial year was defined in 2025 that includes the new countries.

The adjusted gender pay gap measures the average gap in pay between men and women. Factors such as job evaluation, job families and job sub-families are taken into consideration to provide a more accurate picture of the gender pay gap. Gender-based remuneration equality is determined using a regression analysis that considers salary as a dependent variable alongside various demographic, organisational and performance-related factors as independent variables. The adjusted gender pay gap results from the determined influence of the gender variable (male/female) on salary once all other factors have been checked.

The adjusted gender pay gap for 2025 is 2.4 per cent (2024: 3.4 per cent). The prior-year figure was recalculated and now includes variable salary components as well as the countries additionally included in the financial year. Compared with the set target of 2.8 per cent, this represents an undercut of the target by 0.4 percentage points. The reduction in the adjusted gender pay gap can be attributed to systematic implementation of clearly defined control mechanisms, including a dedicated gender pay gap budget, mandatory review processes for salary adjustments and new hires, and the incorporation of the target into variable management remuneration.

The target value for the gender pay gap was determined based on the analysis of several scenarios and corresponds to a 20 per cent reduction, with a minimum value of 1 per cent. Further reductions below 1 per cent serve no purpose because natural staff turnover can lead to fluctuations and external certifications already result in a higher threshold of <5 per cent. Data was sourced from personnel data for 2024. The Supervisory Board and the Management Board determined this target without any employee engagement in the decision-making process or in identifying remedial and improvement measures. Functional responsibility for this target lies with the member of the Management Board responsible for People, Brand and Sustainability.

Target: increasing the proportion of women in top management positions

A balanced mix of different perspectives at the management level plays a key role in UNIQA's sustainable development. Different experiences and perspectives enrich decision-making processes and promote innovation. In light of this, a specific target was set in the financial year with the aim of strengthening and continually developing diversity in management positions following a targeted approach.

Top management comprises the following hierarchy levels: B-0 (members of the Management Board and managing directors within UNIQA Insurance Group AG and major Group service companies – primarily the insurance companies and major Group service companies), B-1 (managers who directly report to managers in hierarchy level B-0) and B-2 (managers who report to managers in hierarchy level B-1). The proportion of women in top management positions in 2025 was 42.5 per cent. In the base year of 2024, the figure was 39.4 per cent, and the target for 2028 is 45 per cent. The Supervisory Board and the Management Board determined this target without any employee engagement in the decision-making process or in identifying remedial and improvement measures.

4.7 CHARACTERISTICS OF UNIQA EMPLOYEES (S1-6)

While the notes to the Consolidated Financial Statements disclose the average number of full-time equivalents as a measure of head count, in accordance with ESRS the number of persons is reported without taking into account the extent of working time, which is why different figures are presented. The disclosures on the characteristics of employees in this document are based on the head count as of the reporting date 31 December 2025. Inactive employees are not accounted for in the disclosures. The specified metrics are not externally validated but are audited as part of internal checks and, like the entire non-financial report, are subject to a voluntary limited assurance audit. Permanent employees are those with whom contracts have been concluded for an indefinite period. By contrast, temporary employees are those with whom employment contracts containing a specified contract termination date have been concluded. Non-guaranteed hours employees are employees who do not have any guaranteed working hours, guaranteed minimum hours or a specified number of working hours, in other words casual workers, workers on zero hours contracts, on-call workers and similar.

Employees by gender[1]

Head count

	2025	2024
Male	6,636	7,040
Female	9,228	9,354
Other	2	0
Not disclosed	0	0
Total	**15,866**	**16,394**

1) Due to the small number of employees in the 'other' category, these individuals are presented under the 'female' category in the following tables.

Employees by contract type

	Female		Male		Other		Not disclosed		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Permanent employees	8,556	8,588	6,294	6,533	0	0	0	0	14,850	15,121
Temporary employees	532	546	299	410	0	0	0	0	831	956
Non-guaranteed hours employees	142	220	43	97	0	0	0	0	185	317
Total	**9,230**	**9,354**	**6,636**	**7,040**	**0**	**0**	**0**	**0**	**15,866**	**16,394**

The following tables show separately only those countries in which UNIQA employs at least 50 people and the head count represents at least 10 per cent of the company's total workforce.

Employees by country

Head count

	2025	2024
Austria	7,070	7,228
Poland	2,273	2,122
Other countries	6,523	7,044
Total number of employees	**15,866**	**16,394**

Company departures are defined as the total number of terminations of employment contracts that are not seamlessly followed by the individual in question entering a new role within the same company. The number of company departures in the year came to 2,829 (2024: 3,028).

The employee turnover rate is 17.8 per cent (2024: 18.5 per cent) and is calculated as follows: number of departures in the financial year divided by the number of employees as of the reporting date.

4.8 COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE (S1-8)

UNIQA employees are covered by different collective bargaining agreements or local equivalents depending on their country, company and the classification of their employment relationship. In 2025, UNIQA Insurance Group AG and its fully consolidated subsidiaries did not have any worker representation at the European level (European Works Council, SE/SCE) (2024: no representation).

	Collective bargaining coverage				Social dialogue	
Coverage rate	EEA countries		non-EEA countries		only EEA countries	
	2025	2024	2025	2024	2025	2024
00 - 19 %	Poland	Poland				
20 - 39 %						
40 - 59 %						
60 - 79 %						
80 - 100 %	Austria	Austria			Austria, Poland	Austria, Poland

Percentage of employees covered by collective bargaining agreements by country

%

	2025	2024
Austria	97.0	97.8
Poland	0.0	0.0
Total	**58.0**	**58.1**

Employees represented by workers' representatives, only EEA countries

%

	2025	2024
Austria	89.8	92.0
Poland	99.2	99.9
Total	**87.1**	**88.1**

4.9 DIVERSITY METRICS (S1-9)

Top management comprises the following hierarchy levels: B-0 (members of the Management Board and managing directors within UNIQA Insurance Group AG and major Group companies – primarily the insurance companies and major Group service companies), B-1 (managers who directly report to managers in hierarchy level B-0) and B-2 (managers who report to managers in hierarchy level B-1).

Top management by gender

	Number		%	
	2025	2024	2025	2024
Male	522	541	57.5	60.6
Female	386	352	42.5	39.4
Total	**908**	**893**	**100.0**	**100.0**

Employees by age

	Head count		%	
	2025	2024	2025	2024
Employees <30 years old	2,470	2,647	15.57	16.15
Employees 30 – 50 years old	9,399	9,740	59.24	59.41
Employees >50 years old	3,997	4,007	25.19	24.44

4.10 TRAINING AND SKILLS DEVELOPMENT METRICS (S1-13)

The average number of training hours is calculated by dividing the total number of training hours completed by the number of employees actively employed as of 31 December 2025. Both mandatory and voluntary training courses are taken into account.

In addition, UNIQA uses the phase-in option for the metric “Percentage of workers who have participated in regular performance and career assessments, broken down by gender”, which means that this information will be provided at a later date.

Average number of training hours per employee by gender

	Hours per employee	
	2025	2024
Male	20.54	20.59
Female	17.31	16.96
Total	**18.66**	**18.52**

4.11 REMUNERATION METRICS (PAY GAP AND TOTAL REMUNERATION) (S1-16)

The gender pay gap is defined as the difference between the average salary level of female and male employees, expressed as a percentage of the average salary level of male employees based on gross hourly earnings, including variable remuneration (bonuses, commissions, etc.), social benefits and other non-monetary benefits such as company cars, insurance policies and pension commitments. Reimbursements for travel expenses, employer contributions and expenses are not taken into account in the calculation. The gross annual salary is divided by the number of hours worked by the employee in question in line with their employment contract in order to calculate their gross hourly pay. There is a distinction between the adjusted and unadjusted gender pay gap. The unadjusted gender pay gap shows the average pay gap between men and women, without taking into account factors such as professional experience or position. By contrast, the adjusted gender pay gap compares salaries under equal conditions and illustrates the difference in salaries between women and men in comparable work. Since the adjusted gender pay gap shows whether statistically unexplained pay gaps continue to exist for the same work, UNIQA has set itself the goal of narrowing this gap. The aim is to ensure equal pay for equal work and to address structural inequalities in a targeted way. Because ESRS reporting requires disclosure of the unadjusted gender pay gap, it is also published and amounts to 29.6 per cent in the financial year (2024: 27.8 per cent).

The total remuneration ratio is defined as the ratio of the annual total remuneration granted to UNIQA’s highest-paid individual to the median annual total remuneration for all employees, including the members of the Management Board (excluding the highest-paid individual). Total remuneration is calculated in the same way as the gender pay gap and presented as a ratio, which came to 45.2 in the financial year (2024: 50.0). The year-on-year change stems mainly from the disposal of the SIGAL Group, which operated in countries with lower average salaries.

4.12 INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS (S1-17)

Incidents of discrimination or harassment on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation and other grounds are considered complaints.

Incidents of discrimination

Disclosed	2025	2024
Total number of incidents of discrimination, including harassment, reported in the reporting period	10	6
Number of complaints filed through channels for people in UNIQA workforce to raise concerns (including grievance mechanisms)	17	13
Number of incidents reported to the National Contact Points for OECD Multinational Enterprises	0	0
The total amount (in €) of fines, penalties and compensation for damages as a result of the incidents and complaints disclosed above	0.00	0.00

No incidents occurred in the financial year (2024: 0), resulting in no fines being imposed in relation to workers' human rights.

5. Workers in the value chain (ESRS S2)

5.1 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL (ESRS 2 SBM-3)

The workforces of business partners play a key role in UNIQA's value chain. Internationally recognised standards are applied to ensure that the key interests of relevant stakeholders are considered even when there is no direct interaction between UNIQA and workers in the value chain. The materiality assessment identified workers along the value chain from the following areas that may be subject to material impacts from UNIQA's operations:

Suppliers
The selection of suppliers can indirectly affect workers' working conditions. The selection and risk assessment process for suppliers are geared towards preventing violations of labour law. Group Procurement uses a structured risk assessment conducted using digitalised surveys that consist of financial, procurement and ESG criteria. Based on this assessment, the suppliers are assigned to one of four risk classes (A to D). Depending on the risk classification, suppliers are reassessed every three or five years.

In the event of a negative supplier evaluation (risk class D), appropriate measures are taken, which may include the termination of contracts or blacklisting. One such incident occurred in the financial year that led to termination of the contract in question. In the future, the Corporate Sustainability Due Diligence Directive (CSDDD) will address this topic further.

Corporate customers
The insurance coverage offered indirectly affects the business activities and working conditions of corporate customers' workers. Failure to adequately implement measures when reviewing the acceptance of corporate customers and as part of their ongoing assessment means that corporate customers have little incentive to improve working conditions for their employees. As a result, an ESG risk assessment process and a due diligence process have been implemented to minimise potential risks and negative impacts to corresponding workers and to prevent violations of labour law. Both are described in detail in the following sections.

Four serious human rights violations in the value chain were reported within the underwriting portfolio in the financial year (2024: no violations). The measures taken as a result are discussed in the sections below. No negative impacts specifically associated with the business model or arising from specific incidents as a result of UNIQA's business activities were identified. It was also not possible to limit any potential negative impacts to workers with specific characteristics.

Since 2020, UNIQA has been a member of the UN Global Compact, the principles of which are enshrined in the UNIQA Code of Conduct. Suppliers are also expected to uphold the principles of the UNIQA Code of Conduct and to act accordingly. This ensures that the interests of the affected stakeholder groups are taken into account. The UNIQA Code of Conduct contains the material social and environmental criteria of the UN Global Compact. It addresses numerous topics, including ethical and legally compliant governance; conduct towards customers, suppliers, employees and other stakeholders; payment in kind (gifts, donations, etc.); the management of property and confidential information; competitive conduct; conflicts of interest; environmental and social sustainability, such as human rights (forced and child labour); labour standards, environmental protection and anti-corruption; as well as general rules of communication.

Occupational safety, precarious employment and human trafficking are not covered because they have not been identified as material risks in UNIQA's normal course of business.

The corporate strategy is also aligned with the internationally recognised provisions of the UN Universal Declaration of Human Rights. This not only ensures compliance but also contributes to stable and sustainable business relationships in the long term.

5.2 POLICIES RELATED TO VALUE CHAIN WORKERS (S2-1)

5.2.1 Workforce of suppliers

UNIQA's business model is based on the integration of sustainability principles throughout the value chain. Suppliers are selected not only based on economic factors but also based on social and environmental factors depending on the product group in question.

The Group Procurement Policy adopted by the Management Board provides the framework for procurement procedures. Along with other aspects, the policy stipulates that suppliers with which a defined order value has been agreed must complete a questionnaire containing specific questions on the topics of human trafficking, forced labour and child labour. The questionnaire is based on the German Supply Chain Act and covers roughly 50 aspects of the following categories:

- Risk analysis
- Measures and control mechanisms
- Prevention and remedies
- Grievance mechanisms
- Reporting and transparency

UNIQA sends out this questionnaire each year so that the data can be updated, reviewed and used to ensure that suppliers meet UNIQA's compliance requirements in the long term. In the financial year, the human rights questionnaire was incorporated into the ongoing supplier evaluation process for the first time. It serves as the basis for discussions with suppliers and comprehensive risk assessment.

Responsibility for the Group Procurement Policy lies with the Management Board member for Operations, Data & IT.

5.2.2 Workforce of corporate customers

In the corporate customer segment, the UNIQA Sustainability Strategy in Corporate Business and the ESG Underwriting Standard ensure that corporate customers are evaluated in terms of ESG risks as part of the underwriting process. In the risk assessment process, all enquiries that exceed a defined threshold are already reviewed in the preliminary offer phase. An in-depth review is always conducted for corporate customers who are engaged in any activities related to fossil fuels. The existing portfolio is also reviewed over the course of the year. Both reviews involve an ESG due diligence check, which looks into whether companies have entered into commitments for fundamental ESG standards and analyses potential critical incidents. With regard to social matters, along with issues such as child labour, human trafficking and forced labour, aspects such as poor working conditions and violations of workers' rights are also taken into account. The UNIQA Sustainability Strategy in Corporate Business and the ESG Underwriting Standard are the responsibility of the Customers & Markets Austria and Customers & Markets International Management Board function.

The risk assessment regarding sustainability topics is carried out for insurance projects across the non-life business for individual customers. For standardised products that cover small and medium-sized companies, a new solution will be integrated into new offerings starting in 2026. There is no corresponding engagement with the workforce in this regard. The UNIQA Sustainability Strategy is available to view on the UNIQA website.

5.3 PROCESSES FOR ENGAGING WITH VALUE CHAIN WORKERS ABOUT IMPACTS (S2-2)

Beyond the processes described above, UNIQA does not have a general procedure in place for engaging with workers in the value chain.

5.4 PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS (S2-3)

Business partners can raise their concerns or complaints on the whistleblowing platform. There are no specific channels for the workforce of suppliers or corporate customers. Please consult the Business conduct (ESRS G1) chapter for more information.

Suppliers
In terms of suppliers, the risk assessment process introduced in the financial year serves both to identify potential risks early on and to take preventive measures. The risk assessment focuses on IT suppliers and service providers. Based on this assessment, the suppliers are assigned to one of four risk classes (A – low risk, to D – high risk). For suppliers in risk category D, the corresponding risks in the supply chain are identified, assessed and mitigation measures developed.

Corporate customers
Companies where serious critical incidents are uncovered are added to the watchlist. This status leads to annual reviews to ensure that the incident is not recurring. Known incidents involving existing corporate customers are analysed in terms of their severity, remedial actions taken and potential impacts to the portfolio. In particularly serious cases concerning the core areas of human rights, ESG experts support the implementation of the disclosed actions and inform underwriters in good time about the prospects for continuing to offer insurance coverage. A lack of publicly documented appropriate countermeasures or recurring incidents may result in exclusion of the company concerned from the insurance offering.

5.5 TAKING ACTION ON MATERIAL IMPACTS ON VALUE CHAIN WORKERS, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO VALUE CHAIN WORKERS, AND EFFECTIVENESS OF THOSE ACTIONS (S2-4)

5.5.1 Workforce of suppliers

Supplemental agreements are concluded with suppliers that fall under the scope of the implementation of the Digital Operational Resilience Act (DORA). These agreements cover aspects such as environmental protection and safety, labour policies and business ethics, among other topics. Only suppliers from the information and communication technology (ICT) sector fall under the scope of DORA. Affected suppliers are identified annually based on IT applications and services as part of a business impact analysis. The UNIQA Supplier Commitment Letter forms part of the supplementary agreements. It contains the key aspects of the Code of Conduct and requires suppliers to take action to reduce their environmental impacts, guarantee labour rights and comply with ethical business practices. The commitments also include regular reporting on sustainability metrics, adhering to environmental and safety standards, and ensuring fair working conditions. The Supplier Commitment Letter also covers compliance with safety, quality and data protection standards, participation in training courses and emergency tests and the establishment of a whistleblower and complaints mechanism. In the financial year, over 95 per cent (2024: 38 per cent) of suppliers signed DORA addenda to the master agreement.

The effectiveness of these actions is monitored on an annual basis by analysing the human rights questionnaires and by engaging in dialogue with suppliers within the scope of supplier engagement. In the event of deviations from the standards, actions such as those described in the section above are taken.

5.5.2 Workforce of corporate customers

It is only possible to demand action be taken by corporate customers to a limited extent as the business activities primarily focus on assuming and assessing risk, not on exerting direct operational influence. Actions are therefore currently mainly addressed in the approval process. This was also considered for the first time for automatic contract renewals in the financial year and will take place annually from 2026 onwards.

Since 2025, the process of assessing ESG risks for all requests for proposals that exceed a defined threshold has been integrated into the underwriting for corporate customers. Furthermore, most of the local portfolios will be reviewed over the course of the year for compliance with ESG standards and for critical incidents. In the financial year, four serious human rights incidents were reported within the corporate customer portfolio. These customers are therefore subject to increased monitoring and undergo an ESG assessment, regardless of the premium amount. This approach ensures that UNIQA transparently manages existing risks and minimises potential reputational or consequential risks. As a result, all new decisions made concerning proposals, including decisions to renew contracts, require the prior approval of ESG experts. Known measures taken by the corresponding company are reviewed and documented for each enquiry received. ESG experts monitor progress on reported actions, regularly update risks and escalate matters in the event of a lack of or inadequate remediation. The ability to underwrite new insurance contracts may be restricted or suspended in the event of repeated serious critical incidents or if sufficient remediation is not publicly apparent. The above-mentioned serious incidents relating to human rights violations resulted in several different outcomes. In one case, the insurance contract was terminated. The respective underwriters were informed about the remaining three incidents and further steps were taken to conduct an in-depth ESG assessment. ESG experts are in close contact with the responsible underwriters to continuously assess the documented actions of the customers and to monitor the effectiveness of the steps taken. The actions taken by customers will be considered when determining how to proceed with the terms of the contract.
Depending on their progress and outcome, additional monitoring measures may be initiated or – in the event of persistently inadequate countermeasures – more far-reaching steps such as restricting further insurance benefits may be considered. Further decisions regarding the monitoring or possible suspension of insurance contracts are still pending.

5.6 TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES (S2-5)

5.6.1 Targets related to suppliers

Findings from the risk assessment are used to produce specific targets and metrics for managing and evaluating supplier relationships. UNIQA's business activities only have a negligible impact on sustainability within the value chain. To further minimise impacts, the set targets primarily include continually increasing supplier transparency by carrying out the risk assessment on an ongoing basis.

5.6.2 Targets related to corporate customers

The ESG standard governing the integration of the ESG assessment in underwriting also defines the steps for working with corporate customers to track their actions for improving their ESG performance. In the event of serious critical incidents, each new proposal received is subject to a mandatory ESG audit. Regular internal communication ensures that future business activities take current ESG performance into account. This makes it possible to react promptly to any worsening of the situation, while allowing the business relationship to continue if there is a demonstrably positive development.

Plans have been made for the development of a comprehensive UNIQA Human Rights Policy in 2026 as part of a cross-functional cooperation with various specialist departments. The policy will summarise human rights due diligence obligations with respect to all stakeholder groups and commitments made by UNIQA.

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6. Consumers and end-users (ESRS S4)

6.1 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL (ESRS 2 SBM-3)

As a core business activity, the provision of insurance benefits may result in certain impacts, particularly on customers.

UNIQA is committed to the ten principles of the UN Global Compact, which include respect for human rights. In relation to customers, this commitment is reflected on the one hand in compliance with minimum social standards in UNIQA's corporate business (see "Workers in the value chain (ESRS S2)"). On the other hand, the ESG strategies for the retail business (ESG Retail Strategy for Austria and ESG Customer Strategy for the international retail business) described in the following and the corresponding processes and actions ensure human rights are upheld in transactions with retail customers. Along with topics such as equal treatment and anti-discrimination, matters such as the right to data protection, the right to freedom of expression and information, the right to access essential services and the right to a fair trial with respect to the responsible handling of complaints are also relevant. No human rights violations in relation to consumers and end-users were reported for the financial year. As the various strategies (retail business, data protection and cybersecurity) have a pronounced customer-centric approach, positive or negative impacts on consumers and/or end-users are considered in the business strategies and processes.

6.1.1 Retail business

Insurance products offered by UNIQA are aligned to the greatest possible extent with customer requirements. As a result, the extent of insurance coverage varies from policy to policy. In certain cases, a violation of legal disclosure requirements in relation to the conclusion of insurance products or insurance-based investment products as well as incorrectly assessing customer requirements can lead to erroneous and unfavourable decisions on behalf of customers. The provision of incorrect advice represents a legal risk as it may result in insurance claims being asserted by the affected customers.

Negative impacts on customers can also occur in individual cases where certain groups of people do not have access to customised insurance products or insurance-based investment products and are therefore denied necessary insurance or financial coverage. Conducted in close cooperation with the specialist departments on the basis of internal knowledge and technical expertise, the materiality assessment identified the relevant disadvantaged groups. Negative impacts concern people who may not be able to afford insurance coverage due to their financial situation and other groups. Potential barriers to access posed by the (complex) language used in policies could also exclude migrants, people with mental illness and the elderly, while people with physical disabilities or pre-existing medical conditions are occasionally excluded from insurance products, such as health insurance.

Significant positive impacts are being made in the context of the sustainability topic of customers' (financial) health. The provision of appropriate, needs-based products and services promotes and improves customer health. In addition, UNIQA helps to mitigate the societal challenges related to the stability of pension systems with its long-term pension and life insurance products.

6.1.2 Data protection

As an insurance company, UNIQA processes a large volume of data due to the nature of the business. Accordingly, data protection and all associated processes play a particularly important role at UNIQA. Failing to roll out internal processes and infrastructure for data protection and information security can result in the risk of data subjects' rights being adversely affected, especially if data becomes accessible to third parties – something that can negatively impact both employees and customers. For UNIQA, data breaches can result in a financial risk in the form of fines.

6.1.3 Cybersecurity

A lack of internal processes and adequate cybersecurity infrastructure could potentially result in a loss of customer data, which can negatively impact customers. In response, the digitalisation of business processes is guaranteed through comprehensive measures to minimise cyber risks and increase cybersecurity.

6.2 POLICIES RELATED TO CONSUMERS AND END-USERS (S4-1)

6.2.1 Retail business

In 2024, UNIQA developed an ESG Retail Strategy for its main market, Austria, which takes the outlined impacts and risks into account. Responsibility for the ESG Retail Strategy lies with the Customer & Market Austria Management Board function. This was followed in the financial year by the launch of an ESG Customer Strategy for the international markets. Responsibility for the strategy and its implementation lies with the respective companies, which have been granted access to the strategy developed based on international and cross-divisional cooperation as part of its Group-wide roll-out.

In the Group Product Development Process Policy, which also falls under the responsibility of the Customer & Market International Management Board function, the target market for each insurance product on the market is defined in accordance with the legal requirements. A description of the suitable customer group is also provided in the policy to permit targeted product sales. The target market definitions are based on certain criteria, including the customer category (consumer, business operator), shared characteristics, desires, objectives and needs, including the consideration of sustainability objectives. For insurance-based investment products, specific criteria such as risk and loss-bearing capacity are also considered. The target market is defined and approved by a dedicated committee established for this purpose as part of the product development process.

Diversity and inclusion are also important elements of the ESG Retail Strategy and the ESG Customer Strategy. Special attention is given to increasing the accessibility of products. Individual solutions are developed and offered as required to include socially disadvantaged groups and reduce social inequality.

The scope of both the ESG Retail Strategy in Austria and the international ESG Customer Strategy is clearly defined. Both policies focus on the product development process in the property insurance, liability, accident and motor vehicle business lines and include customers affected by the impacts and risks identified for these areas. With the establishment of mandatory, clear guidelines for the product development process throughout the Group, the scope of the Group Product Development Process Policy has also been clearly defined.

6.2.2 Data protection

The protection of personal data – a fundamental right that concerns the privacy of customers and employees alike – is a matter of particular importance to UNIQA. Considering this, processes and guidelines have been established to ensure that the requirements of employees and customers are met. Related measures are exclusively taken in compliance with national and international frameworks and regulations. A separate dialogue is not maintained with customers in this regard.

The Group-wide Data Protection Management Policy sets out the core functions of the data protection management system. This and other data protection guidelines set out rules, among other things, for ensuring appropriate technical and organisational measures, for guaranteeing data security, and for storing and deleting personal data. In addition, the guidelines stipulate that binding data protection agreements must be concluded with external service providers to ensure a degree of protection that is compatible with the degree required by UNIQA. Furthermore, the principles of purpose limitation and the lawfulness of the processing, transfer and disclosure of personal data are set forth.

These guidelines also govern the exercise of rights by data subjects, such as the obligation to provide the data subject with information on and access to their personal data and to implement the rectification and deletion of data by the required deadlines. Corresponding regulations and governance documents are continually refined and revised as part of an ongoing improvement process.

A separate Data Protection Management Standard governs the allocations of tasks, including the assignment of specific data protection tasks and responsibilities to different organisational units. External service providers that process the personal data of customers or employees are also required to sign data protection agreements to ensure data security.

Internal and external audits are carried out on a regular basis to ensure compliance with data protection requirements and guidelines. The Group Data Protection function performs audits to assess the compliance and effectiveness of data protection in Group companies, including assessments of external service providers.
Individual processes in Austria were also audited in the financial year as part of an official audit by the data protection authority. The audit was completed without any conditions or recommendations being made.

Clear rules lay down the responsibilities in relation to data protection for individual business processes within the various functional areas. In principle, the division of responsibilities follows the three lines of defence principle. The management of each Group company is responsible for compliance with all data protection requirements and receives assistance from the local data protection organisation, which includes the respective data protection officers and data protection coordinators. The Group-wide requirements as well as the plans and tools required for their implementation are defined by the Group Data Protection Officer, who also monitors compliance with all requirements. The data protection officers at the individual Group companies continuously monitor data protection processes and measures. This procedure applies to both internal processes and processes related to corporate customers.

A variety of regulations govern the structure of business processes and the handling of personal data, including the EU General Data Protection Regulation (GDPR), the EU Regulation on Artificial Intelligence (AI Regulation) and the UN Global Compact. The criteria outlined in these frameworks provide the basis for regulating the handling of personal data in business processes. The latest interpretations and rulings of European and national courts as well as the guiding principles and regulations of the European and national supervisory authorities are also considered.

6.2.3 Cybersecurity

The UNIQA Security & Resilience Plan contains a clear commitment to improving security systems across the Group on an ongoing basis. This approach not only ensures a timely response in the event of an emergency, but it also helps to build trust among customers and promotes the development of innovative and secure digital solutions. It safeguards sensitive personal information, such as health and financial data, against cyber-attacks and ensures that digital services, including health apps and online insurance services, can be securely used. The UNIQA Group Cybersecurity Strategy was developed and implemented across the Group for this purpose. Responsibility for this strategy lies with the Management Board member responsible for Operations, Data & IT.

The strategy is based on several pillars, which include proactive measures to prevent and protect against cyber-attacks. To ensure business continuity, a comprehensive crisis management framework that covers strategic communication as well as structured decision-making has also been established.

6.3 PROCESSES FOR ENGAGING WITH CONSUMERS AND END-USERS ABOUT IMPACTS (S4-2) AND PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS (S4-3)

6.3.1 Retail business

Customers can express their opinions and provide feedback in a variety of ways. Several different approaches have been established for incorporating customers' views into decision-making processes and measuring their satisfaction on an ongoing basis. A number of processes have been put in place to review the effectiveness of these approaches and to reduce any resulting negative impacts. Customers are informed about the available feedback mechanisms and channels through regular e-mail invitations to participate in surveys, which they will receive if they have opted in to marketing, or through prompts to submit feedback on their preferred channel. One of these prompts includes the submission of the standard survey based on five-star ratings, which can be supplemented by free text fields. These free-text comments are analysed using AI technologies to identify topical clusters and simplify the subsequent analysis. Such surveys are carried out automatically throughout the entire customer journey, but especially after new contracts are signed, after claims for damages or entitlements have been paid out or rejected, or after individual contact at a UNIQA location or with customer service. Using a scale of 1–5, with 1 being "not sufficient" and 5 being "very good", customers can indicate whether they are willing to participate in an individual telephone interview. Findings from the customer feedback obtained are then incorporated into product development. The customer complaints process is governed by a Complaints Management Policy. The policy ensures that virtually every time a customer interacts with UNIQA, they are given ample opportunity to provide feedback and gain additional trust. In general, great importance is attached to careful handling of feedback received. Aside from these structured feedback avenues, detailed interviews with customers who have volunteered to participate are conducted on a regular basis to gain comprehensive insights on a wider scale.

UNIQA Österreich Versicherungen AG and its service providers, which are in contact with end customers, conduct ongoing customer centricity index (CCI) surveys. Following an interaction with a customer at any stage of the customer journey, surveys are regularly used to assess customer satisfaction with the specific processes they are currently involved in. The rating is based on a five-star scale. Accordingly, the CCI serves as an operational analytical tool that makes customer centricity in Austria measurable and comparable. In addition, the point-in-time relational net promoter score (a one-off survey on customers' general willingness to recommend UNIQA) was also compiled for the first time in 2025 to gain an overall picture of UNIQA customers' willingness to recommend the company. It focused on the question of how likely the customer is to recommend UNIQA on a scale of 0 to 10. In the future, this relational net promoter score survey will be emailed once a year to all customers that have consented to marketing, regardless of whether they have recently interacted with UNIQA. UNIQA also compiles an ongoing transactional net promoter score (recommended following a specific incident) in Austria as part of the CCI surveys.

In 2025, the CCI score in Austria was 4.72 (2024: 4.61) calculated on the basis of 333,985 (2024: 258,666) feedback responses. The insights gained are used to develop actions as part of a customer-driven continuous improvement process which are implemented in a structured manner.

Harmonised C-SAT

Harmonised C-SAT stands for harmonised customer satisfaction and refers to the internationally calculated score for measuring customer satisfaction based on a five-star scale. A standard set of questions is sent to all customers who have consented to marketing at various points of contact with UNIQA along the customer journey in the form of a survey. Only the satisfaction of end customers is assessed. The questions are coordinated Group-wide once a year and modified as necessary. The Harmonised C-SAT is compiled for all UNIQA insurance companies and their service providers. The relational net promoter score as of the reporting date is also included in the Harmonised C-SAT score. The Harmonised C-SAT score serves as the basis for achieving the Group's goal of becoming the best service provider. This concept serves as a key metric for managing customer centricity. As a result, the customer satisfaction rating is consistent and comparable.

The metric is composed of the number of feedback responses and the score. By 2028, UNIQA aims to achieve an average rating of at least 4.5 stars. In the financial year, the number of feedback responses was 1,170,153 (2024: 1,194,905) and the Group-wide score was 4.61 (2024:4.58). The target has therefore already been achieved.

Market research

Market research also plays an important role in product development processes, regardless of whether they involve changes to existing products or designing new products. Customer segmentation is similarly based on the continuous evaluation of market research data. Information is generally collected anonymously and does not follow a specified timetable. Market research on sustainability issues regarding health insurance, motor vehicle insurance and household insurance products was carried out in the financial year. In addition to the insights gained from these findings, the results of the customer surveys are incorporated into the product development process. The Product Experience department is responsible for implementing the findings, while responsibility for engaging with customers lies with the Management Board members for the Customer & Market Austria and Customer & Market International departments.

6.3.2 Data protection

Data subject rights under data protection legislation constitute core elements of the GDPR and permit data subjects to maintain control over their data. Corresponding processes have been defined and introduced to ensure data subjects' rights are reliably upheld and observed for the duration of the statutory retention periods. One of the most important measures was the creation of a single point of contact with a dedicated e-mail address to which enquiries regarding data subject rights in relation to data protection can be sent. All customers are informed about this central point of contact in the privacy notices they receive at the time their data is collected for each data processing operation. Depending on the type of data processing and the form in which they communicate, customers may receive these privacy notices in paper form, in the app, through various other electronic channels, or on the website. The central point of contact ensures that all incoming enquiries are documented, efficiently processed and reliably handled by the legally prescribed deadlines. If the enquiries received reveal systematic shortcomings in the operating processes or in the data protection concept, measures are developed and implemented, and the Data Protection Management Policy is updated. An electronic complaints management system that complies with data protection legislation has been set up to ensure standardised handling of customer concerns, requests and complaints along with demands made under data protection legislations. Customers can report potential compliance or legal violations through various channels (including anonymous channels). The Compliance team, which can be contacted by e-mail, post or in person, and the UNIQA Whistleblowing Platform are available for this purpose (see also "Business conduct (ESRS G1)"). Information on the complaints management system can also be found on the UNIQA website.

To ensure comprehensive follow-up and transparent processing in the event of data breaches, enquiries regarding data subject rights are recorded and documented by the data protection team. Every case is carefully evaluated and the potential impacts on existing processes are analysed. In accordance with the GDPR, risks affecting the rights and freedoms of natural persons are reported in due time to the data protection authority and, where applicable, to the affected customers and employees. At the same time, measures are being taken to eliminate the risk and prevent future incidents. The measures taken include, in particular, technical and organisational measures derived from the specific case. With this remedial approach, it can be ensured that the measures are effective and adhered to in the long term. Regular reports and expert panels provide information to all top management levels and to experts (Management Board, Supervisory Board, management, data protection coordinators) on specific data protection incidents and action taken. Raising awareness of the measures taken and exchanges with the specialist departments also help to ensure the effectiveness of the measures. The management of each individual Group company is responsible for compliance with data protection regulations. The data protection organisation provides the support required in the form of processes and resources to ensure that data protection is properly implemented.

Customers and employees receive comprehensive and transparent information on the processing of their data and have the right to obtain information about their data stored by UNIQA and to request the rectification or erasure thereof at any time.

6.3.3 Cybersecurity

Customer requirements in terms of data protection are met through a combination of seamless compliance with ongoing improvements of protective measures. Due to the complexity of the topic, an active dialogue is not maintained with customers on the subject of cybersecurity. The alignment of the cybersecurity policy with legal and regulatory requirements such as the GDPR or the European Union's Digital Operational Resilience Act (DORA) ensures that stakeholders are afforded comprehensive protection. For example, the EU's DORA requirements were introduced in the financial year, which, together with the implementation of ICT third-party security risk management and measures for managing security risks, will contribute to ensuring uniform standards and meeting third-party security requirements. The Management Board and the Supervisory Board regularly receive formal reports on cybersecurity risks and incidents. UNIQA regularly conducts external and internal digital resilience tests to ensure that critical or important functions have the required level of security and resilience. Please refer to the section below for more information on the transparency and processing of customer data, including with respect to the development and implementation of remedial actions.

6.4 TAKING ACTION ON MATERIAL IMPACTS ON CONSUMERS AND END-USERS, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO CONSUMERS AND END-USERS, AND EFFECTIVENESS OF THOSE ACTIONS (S4-4)

6.4.1 Retail business

A key focus of the ESG Retail Strategy is on promoting comprehensive sustainability awareness among advisors both in Austria and internationally. The aim behind this is to expand their expertise on the topic of sustainability and ensure that they are able to incorporate this knowledge into their conversations with customers in a targeted manner. In Austria, the ESG Product Check, which incorporates environmental criteria as well as social criteria such as promoting equal opportunity and inclusion (for more information, see the disclosures in the section "Climate change in the retail business"), is an integral part of the product development process. Dedicated training on the ESG Guideline and ESG Product Check also helps product managers integrate ESG aspects directly into product developments.

Various IT tools for the advisory process in Austria have been implemented to ensure that advisers receive ESG-related support when documenting the requests and requirements of their customers during consultations.

To address the social aspects of the ESG Retail Strategy, work is also taking place to improve the accessibility of products.

In Austria, for example, the online customer service segment was expanded further in the financial year.
A team set up for this purpose handles consultation appointments that customers can independently book on the website. As a result, consultations are available from any location. Customers can also choose from several different languages. Furthermore, a simplified risk assessment for outpatient health insurance was introduced in the financial year. The new product structure makes it possible for customers to start off with more limited insurance cover with lower requirements. However, they will be able to comprehensively extend their coverage at a later date. This significantly simplifies and broadens access to suitable insurance products for different customers.

A comprehensive process has been established to regularly assess all products on the market. As a result, targeted checks can be conducted to determine whether products are being sold successfully in the defined target market or whether new framework conditions have necessitated product updates. These criteria are reviewed based on the evaluation of any customer complaints received, a survey conducted among sales employees on the target market definitions and an analysis of key actuarial metrics. For life insurance products, a quantitative and qualitative product assessment is also carried out to ensure that the products in question continue to add value for customers. In addition, regular information exchanges take place with various advocacy groups.

UNIQA implements region-specific actions to promote health and improve access to healthcare and insurance benefits among customers. In Austria, the focus is on health promotion and prevention. This includes, in particular, digital health information, medical hotlines, coaching programmes and new outpatient product components. In Poland, access to health and insurance benefit services will be improved through the expansion of telemedicine services as well as automated processes to speed up the processing of claims. In Ukraine, telemedicine services help ensure access to medical care and enable rapid medical assistance.

Accordingly, in other markets in which UNIQA operates, specific plans and measures are being developed to reduce negative impacts for customers and to improve access to products. In addition, various new training formats were developed and rolled out in 2025, including sustainability training for sales employees in Slovakia, Czechia, Hungary and other countries.

6.4.2 Data protection

Comprehensive risk management in compliance with data protection legislation ensures that potential data protection risks are identified at an early stage through risk analyses to permit targeted action to be taken to minimise risk. At UNIQA, data protection is integrated into various management systems, in terms of both operations and strategy. The data protection management system (DPMS) is closely linked to the risk management system and the compliance management system.

One key component of the data protection management system is the provision of comprehensive advice on data protection legislation by the Data Protection department. All employees across the Group can access this advice. Consulting with the Data Protection department is also mandatory for new initiatives and projects related to data protection as part of a standardised process. This procedure ensures that business practices comply with regulatory requirements and do not result in any negative privacy-related impacts for data subjects. The data protection management system also involves a continuous improvement process that culminates in a regular review of data protection regulations and the Data Protection Guideline. Equally, in its capacity as the second line of defence, the Data Protection department reviews the management of data privacy incidents on a selective basis and determines whether this is effective and working in the interests of data subjects regarding content, timing and actions taken. In addition, remedial action may be taken on the basis of case-by-case assessments in the event of data breaches. Corresponding actions may include the deletion of data, the blocking of devices, password changes and training specific to certain target groups. When UNIQA takes these actions, the affected customers are informed accordingly if their active participation is required. Preventive measures such as implementing technical and organisational precautions, establishing privacy by design and privacy by default principles, authorisation policies, contingency plans, and regular privacy and security reviews also help to prevent data breaches.

Regular training on the fundamental aspects of data protection and how to handle personal data ensures that all employees are kept up to date on the latest data protection requirements and know how to implement them in their daily work. This reduces the risk of data breaches and increases overall data security within the company. Data protection training is mandatory for all employees and takes place every two years as well as during the onboarding process. Various guidance documents were created in the financial year for the individual specialist departments to provide assistance with the implementation of data protection. These include, for example, instructions on how to handle marketing consents with data protection regulations, tools to help identify and document legitimate interests as well as tools for automated decision-making, and quick guides on how to work with service providers outside the European Economic Area in compliance with data protection regulations. Furthermore, during the financial year, data protection aspects relating to the use of artificial intelligence (AI) in the consulting process were also implemented more effectively and comprehensively. In addition, an expanded process for reviewing and monitoring service providers used by UNIQA was introduced to enable their compliance with data protection legislation to likewise be assessed.

Moreover, a Group-wide platform was established which allows all data protection experts from the Group companies to engage in structured exchanges, network and coordinate on important regulatory issues.

In the financial year, the focus for the implementation of additional measures was on the necessary updates to the data protection management system in order to meet the regulatory requirements on AI and to ensure that the data protection and data security principles are guaranteed when using innovative technologies. UNIQA's task is to develop and implement specific measures to achieve the set targets. Continuous monitoring of progress and adjustments of the action plan as necessary will contribute significantly to achieving the set targets.

6.4.3 Cybersecurity

For more information on how potential negative impacts for customers that could arise as a result of a cyber incident are handled and related remedial actions, please refer to the procedure outlined in the section above. Related measures include regular security updates, threat assessments, security policies and the use of state-of-the-art technologies such as firewalls, intrusion detection systems and encryption. Sophisticated tools are used to identify and monitor unusual activity and threats early on. Employees receive training on cybersecurity each year and during their onboarding. They also participate in awareness programmes that help to raise awareness of the associated risks. These programmes are updated to cover the latest threats and types of attacks and – depending on the target group – include both theoretical knowledge and practical exercises such as crisis simulations.

The Cybersecurity Action Plan, which is based on the Cybersecurity Strategy, entails a combination of technical, organisational and personnel measures. With regard to technical measures, the primary focus in the financial year was on further strengthening network security, automated threat identification, data backups and restoration plans. Organisational measures include the risk assessment, risk management and the incident response plan. Personnel measures encompass training and raising awareness, the recruitment of experts and specialists, and addressing the corporate culture, in particular general handling of the topic of cybersecurity.

A comprehensive resilience management system that combines several approaches to security and crisis management has been introduced to strengthen resilience to cyber threats. Business Continuity Management (BCM) ensures critical business processes continue uninterrupted based on defined plans and processes both during and after an incident.

IT Service Continuity Management (ITSCM) involves the establishment of disaster recovery plans and the regular review of IT risks. In the event of a security breach, an incident response team takes action to minimise the damage and ensure timely system recovery based on clearly defined processes for identifying, mitigating, remediating and analysing security breaches. The plans and measures for managing acute emergency scenarios that jeopardise business operations are enshrined in the emergency management approach along with the coordination of internal and external resources.

6.5 TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES (S4-5)

6.5.1 Retail business

Formulation of quantitative targets and defining metrics to help UNIQA manage and leverage the identified impacts, risks and opportunities remains in progress. The goal over the next few years is to establish a quantitative basis for all UNIQA markets. A corresponding monitoring process can only be set up in the course of establishing quantitative targets.

6.5.2 Data protection

To meet regulatory requirements arising in particular from the EU Digital Strategy, it will be necessary, among other things, to adopt a holistic approach to data protection and to further develop the Governance Framework for Data Governance. A data protection action plan sets annual targets for mitigating material risks related to the processing of personal data of employees and customers and for taking appropriate action. For 2026, these targets primarily relate to the measures and legal requirements listed above. Due to the complexity of the topic and the absence of specific targets, no further quantitative or time-sensitive targets can be stated in this regard.

6.5.3 Cybersecurity

In the future, UNIQA will continue to expand its cybersecurity strategy in compliance with regulatory requirements to strengthen and guarantee its cyber resilience. This will be achieved in particular through the implementation of the described measures. Due to the complexity of the topic and the absence of specific targets, no further quantitative or time-sensitive targets can be stated for cybersecurity.

7. Business conduct (ESRS G1)

7.1 BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE (G1-1) AND PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY (G1-3)

Based on the guiding principles of "customer first", "simplicity", "integrity", "responsibility" and "community", the corporate strategy needs to be reflected in the corporate culture by the values it proclaims being established as fixed elements of the daily work performed by employees.

A corporate culture that is neither practised nor clearly or sufficiently communicated to employees can hinder employee development and significantly impair their performance in their daily work.

7.1.1 Internal policies and the EU Whistleblowing Directive

Code of Conduct

UNIQA's corporate culture and the associated guiding principles are set out in the Code of Conduct. The Code establishes internal standards for ethical conduct that go beyond the applicable legal requirements and are binding for employees, and form the basis for relationships with customers, investors and other public bodies. The Code of Conduct has been adopted by the Management Board and communicated to all employees within its scope of application. The scope essentially corresponds to that of the Group Compliance Standard. Based on UNIQA's guiding principles, the Code of Conduct summarizes regulations on business integrity and ethical principles. In addition, the Code focuses on social and environmental aspects, such as etiquette, human rights and labour standards, and environmental protection. The Code of Conduct, the contents of which form part of the annual mandatory compliance training for employees, is publicly available online. Regular employee surveys and information sessions for employees permit UNIQA to evaluate its corporate culture.

Group Compliance Policy and Group Compliance Standard

Both the Group Compliance Policy and the Group Compliance Standard describe how the compliance functions are organised and contain regulations on key compliance topics, such as prevention of corruption and handling of reports of non-compliance. The Group Compliance Policy and the Group Compliance Standard apply to all (re)insurance companies and all fully consolidated non-(re)insurance companies and branches of material importance to UNIQA.

Austria ratified the UN Convention against Corruption (UNCAC) in 2006. The Group Compliance Policy governs compliance with the provisions applicable in Austria and requires employees as well as the members of the Management Board and Supervisory Board to comply with the laws and internal regulations on preventing corruption. The Group Compliance function is part of the Legal & Compliance department in the Finance & Risk function of the Management Board and reports directly to the Management Board, the Risk Committee and the Supervisory Board on a quarterly basis. In addition, Group Compliance has ad hoc reporting obligations to the Management Board and the Supervisory Board. Once a year, the function submits a report to the Audit Committee, and the activity report (annual report) is submitted to the Management Board and Supervisory Board.

Whistleblowing

In 2023, Austria transposed the EU Whistleblowing Directive 2019/1937/EU into national law. Accordingly, UNIQA Insurance Group AG, in its capacity as a holding company, local (re)insurance companies and non-insurance companies that fall within the legal scope of the directive are required to establish internal whistleblowing reporting channels and to post the link to the dedicated whistleblowing platform on its intranet and website.

A failure to establish adequate safeguards for whistleblowers can deter them from reporting important information and result in negative impacts. A failure to consistently pursue reports of bribery and corruption can negatively impact the corporate culture and employee views on UNIQA's integrity. (Re)insurance companies and non-insurance companies that fall within the scope of the EU Whistleblowing Directive either handle cases independently through their local compliance functions or through a defined independent body. Along with UNIQA employees, third parties may also submit reports of suspected non-compliance. Reports can be sent to the Group Compliance function or local compliance functions on the portal, by post, by e-mail or in person to a specified independent body, as well as to non-insurance companies that fall within the scope of the EU Whistleblowing Directive. Whistleblowers can report their suspicions by providing their details or, where local law permits, by submitting an anonymous report on the portal.

Once they have received a report, the whistleblowing officers acknowledge receipt of the report and review the case while maintaining the whistleblower's anonymity and ensuring confidentiality. The whistleblower will receive feedback on the status of the case or find out whether it has been concluded by no later than three months.

If allegations are made against an individual who works for UNIQA, the employees in question must be informed of the ongoing investigation, provided that the anonymity of the whistleblower is respected and the investigation is not jeopardised as a result. The tasks of employees who handle reports of non-compliance are clearly separated from the responsibilities of the persons involved in the matter. If allegations are made against employees, the Works Council is notified promptly in accordance with the Whistleblowing Works Agreement, and, if there are any indications of potential implications under labour law, the People department (UNIQA HR) and the relevant manager are likewise notified promptly. Reports are handled in compliance with the dual control principle, whereby individuals against whom the report has been submitted are not permitted to handle the report in question. Whistleblowers enjoy legal protection if they have legitimate reason to believe that the information they reported was true at the time it was reported and that it falls under the scope of the law. In other words, it suffices if they believe the information they reported is correct. Employees are protected against any retaliation and the threat of retaliation arising from a report.

The Whistleblowing Directive outlines examples of retaliation, including in particular:

- Suspension, termination of employment contracts or similar measures
- Demotions or being denied a promotion
- Reassignment to other tasks, change of place of work, salary reduction, change in working hours
- Not permitted to participate in training
- Negative performance assessment or issuance of a bad reference
- Disciplinary measures, complaints or other penalties, including financial penalties

In its capacity as an employer, UNIQA acknowledges that any unlawful retaliation against employees can have consequences under the local Whistleblower Protection Act. The members of the Management Board and the Supervisory Board as well as the members of the Audit Committee receive an annual compliance report on the number, status and, if applicable, the results of investigations into individual reports. The reports in question may also involve topics such as corruption or bribery.

To prevent corruption, UNIQA has defined reporting and approval requirements to regulate payments in kind. Payments in kind, namely donations, sponsorships, gifts and invitations received and issued by employees are documented in the perquisite database, and reviewed and approved by Compliance, as necessary. The perquisite database is based on the Group Compliance Policy, the Group Compliance Standard and the Code of Conduct.

Money laundering prevention, financing of terrorism and sanctions

The Group Sanctions Compliance Policy defines responsibilities and internal guidelines for preventing violations of financial and economic sanctions as well as embargoes. It also stipulates that a penalty clause must be included in all insurance contracts. To prevent money laundering and the financing of terrorism, the Group Anti Money Laundering Policy establishes responsibilities and internal reporting processes for the life insurance business line. The Head of Anti-Money Laundering and Sanctions oversees their implementation.

To ensure compliance with these requirements, UNIQA uses a Group screening solution that automatically checks the entire insurance customer base against sanctions and PEP (politically exposed persons) lists on a regular and ad hoc basis – prior to payments, for instance. A separate sanctions check is required for each transaction from high-risk countries.

National and international sanctions measures are monitored as part of the ongoing monitoring process. The Management Board and relevant stakeholders are informed on an ad hoc basis about changes and the resulting measures that need to be implemented.

An annual training course was held for members of the Management Board and Supervisory Board in the financial year. It was also conducted for various specialist departments and sales units. Issues such as sanctions, money laundering prevention and suspicious transaction reports likewise form part of the onboarding training provided to new employees. These training courses impart practical knowledge on current legal requirements and internal processes. All employees must complete the e-learning course on money laundering prevention and terrorism financing once a year.

UNIQA has Group-wide policies in place, compliance with which is regularly reviewed by the Group functions responsible for money laundering prevention and compliance with sanctions. Company visits and reviews of selected key areas are also conducted in this regard.
In addition, the aforementioned topics are an integral part of the quarterly or, if necessary, ad hoc reports submitted to the Management Board, Supervisory Board and relevant committees.

7.1.2 Identification and assessment of risks

Within UNIQA, certain functions are considered particularly vulnerable to corruption and bribery. At (re)insurance companies, these at-risk functions are identified by the local compliance function, whereas at non-(re)insurance companies and branches they are identified by the persons responsible for compliance-related topics.

The following at-risk functions and employees have been identified for the (re)insurance companies:

- Members of the Management Board and members of the Supervisory Board and the related Supervisory Board committees
- Employees of the following departments:
  - Procurement
  - Sales
  - Underwriting
  - Claims Management
  - Money Laundering Prevention and Sanctions
- Employees of the following governance functions pursuant to the Group Governance Policy:
  - Compliance
  - Actuarial Services
  - Internal Audit
  - Risk Management
- Employees with the following key functions pursuant to the Group Governance Policy:
  - Financial and real estate management
  - Reinsurance

In non-(re)insurance companies and branches, which primarily comprise real estate companies, service companies and pension and investment funds, the functions-at-risk vary depending on the business model and internal structures. In any case, the at-risk departments and functions at these companies include management and key management functions. Along with the functions identified for (re)insurance companies, real estate management and property development at the real estate companies and investment management at the pension funds were classified as functions-at-risk.

7.1.3 Training

Compliance risks, such as corruption and bribery, can result in significant economic and legal repercussions. These risks can be further exacerbated by the inadequate provision of sufficient information and training to employees.

Every year, all members of the Management Board and the Supervisory Board as well as employees receive mandatory training on preventing corruption and bribery. The training covers the following topics:

- Anti-corruption, including the definition of corruption and bribery
- Ethical conduct guidelines
- Donations and sponsorships
- Acceptance of benefits and how to properly report them
- Whistleblowing processes, including the reporting and investigation of violations
- Handling conflicts of interest

These training courses can be held in-person, as webinars or as e-learning courses. New employees are required to complete at least one hour of mandatory training on preventing corruption and bribery immediately (within the first six months) upon commencement of their employment relationship. The aim is to achieve comprehensive awareness of ethical conduct and legal requirements, and to ensure compliance with the relevant standards. Furthermore, compliance functions and employees of compliance departments must participate in external training at least once a year.

Anti-corruption training completed

	At-risk functions		AMSB[1]	
	2025	2024	2025	2024
Training coverage				
Total (according to head count)	6,131	6,030	22	22
Total number of employees who received training	4,939	4,808	20	20
Percentage of employees who received training	81 %	80 %	91 %	91 %
Delivery method and duration				
Classroom training	20 min –1 hour	20 min –1 hour	20 min	20 min
Computer-based training	20 min –1 hour	20 min –1 hour	20 min	20 min
Frequency				
How often training is required	Annually	Annually	Annually	Annually
Topics covered				
Definition of corruption	Yes	Yes	Yes	Yes
Policies	Yes	Yes	Yes	Yes
Donations, sponsorships, small impersonal gifts and reporting	Yes	Yes	Yes	Yes
Whistleblowing and reporting	Yes	Yes	Yes	Yes
Conflicts of interest	Yes	Yes	Yes	Yes

1) Administrative, management and supervisory bodies.

7.2 MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS (G1-2)

A responsible procurement strategy can positively contribute to achieving a sustainable value chain.

In addition to achieving an optimal price-performance ratio, procurement processes at UNIQA are designed to meet compliance and sustainability requirements. The Group Procurement Policy sets out guidelines to ensure that suppliers are not only economically sustainable but also act in a socially and ecologically sustainable manner. These guidelines are designed to optimise procurement processes based on market comparisons and to ensure compliance requirements are met through adherence to standards. The policy applies to (re)insurance companies and large service providers. The Head of Group Procurement and the Management Board member for Operations, Data & IT are responsible for implementing the policy.

Detailed master data is collected on companies as part of the supplier registration process. Suppliers are expected to comply with and act according to the principles set forth in the UNIQA Code of Conduct. The UNIQA Code of Conduct contains the material social and environmental criteria in accordance with the UN Global Compact. Annual surveys are conducted for UNIQA's most important suppliers to verify compliance with international human rights standards – including standards stipulated by the International Labour Organisation (ILO) and the United Nations – as well as financial stability as part of the supplier evaluation to identify potential default risks among suppliers.

A risk assessment process for suppliers is geared towards preventing violations of labour law. Group Procurement carries out structured risk assessment based on digitalised surveys that consist of financial, procurement and ESG criteria. Based on this assessment, the suppliers are assigned to one of four risk classes (A to D). In close coordination with the Third Party Risk Management department and following confirmation by the Management Board, the current focus of the risk assessment has been placed on IT suppliers and service providers. Depending on the risk classification, suppliers are reassessed every three or five years. Likewise, in the event of a negative evaluation (risk category D), appropriate measures are taken, which may include the termination of contracts or blacklisting.

7.3 CONFIRMED INCIDENTS OF CORRUPTION OR BRIBERY (G1-4)

There were no confirmed incidents of corruption, bribery or money laundering in the financial year (2024: 0). Furthermore, there were no (2024: 0) confirmed violations of the law, and no (2024: 0) fines imposed in relation to corruption, bribery or money laundering.

In the financial year, there was one (2024:0) case in which a contract with a business partner was not renewed due to identified risks of corruption or bribery. No further ad hoc measures were required.

For more information on the prevention and detection of corruption and bribery, see the sections above.

7.4 POLITICAL INFLUENCE AND LOBBYING ACTIVITIES (G1-5)

Insufficient policies regarding responsibilities, political engagement, lobbying activities and donations can result in UNIQA exerting public influence outside its sphere of interest. Political donations are governed by the Group Compliance Policy. Donations to political parties, their affiliated organisations or political candidates are prohibited under the policy. In line with strict requirements, only sponsorships of events organised by the aforementioned groups, as well as advertisements in the media of these groups, are permitted. Detailed regulations are set out in the Group Compliance Policy. In the financial year, 0 (2024: 0) political donations were made.

One key task within the Legal & Compliance department, which is assigned to the Finance & Risk Management Board department, consists of coordinating lobbying activities, particularly in connection with participation in the “Insurance Europe” and “Association of Austrian Insurance Companies” interest groups. This is handled by the employees responsible for public relations and regulatory affairs, after consulting with the specialist departments and Group companies on the content. The focus here is on key regulatory issues that affect both UNIQA’s core business activities and its social responsibility.

UNIQA supports the efforts of the European Commission to mobilise private capital for investments in a climate-neutral and digital Europe through the Action Plan for Sustainable Finance and the European Green Deal. However, the legislative projects being pursued to this end, including the Disclosure Regulation, the Taxonomy Regulation, the Corporate Sustainability Reporting Directive and the Corporate Sustainability Due Diligence Directive, present certain challenges for insurers due to their complexity and the short time frame for implementation.

UNIQA also supports the European Commission’s objective of making it easier for customers to access financial products. However, the changes discussed in the context of the European Retail Investor Strategy, such as placing limits on commissions for insurance sales and introducing cost benchmarks, could make access to insurance-based investment products more difficult. After all, professional commission-based insurance advice helps all customers gain easier access to insurance products, avoids under- and over-coverage, and facilitates comparisons.

Digital innovations and artificial intelligence not only offer new economic opportunities but also pose several challenges. A regulatory framework that does not hamper existing regulations while simultaneously opening up opportunities for digital innovation in Europe is required in this regard.

To provide transparency and comprehensive information with regard to its lobbying activities, UNIQA Insurance Group AG is registered in the EU Transparency Register under the number 908990192864-67. In addition, no members of UNIQA's Management Board or Supervisory Board had held a position in public administration or with the regulatory authorities in the two years prior to their appointment.

Vienna, 16 March 2026

Andreas Brandstetter
Chairman of the Management Board

Wolf-Christoph Gerlach
Member of the Management Board

Peter Humer
Member of the Management Board

Wolfgang Kindl
Member of the Management Board

René Knapp
Member of the Management Board

Sabine Pfeffer
Member of the Management Board

Kurt Svoboda
Member of the Management Board