



UNIQA Insurance Group AG

27th Annual General Meeting on 9 June 2026

Resolutions jointly proposed by the Management Board and the Supervisory Board

(except for agenda items 4 and 7, on which proposals for resolutions are submitted exclusively by the Supervisory Board)

1. Item 1

Presentation of the approved and officially adopted non-consolidated Financial Statements and the consolidated Financial Statements of UNIQA Insurance Group AG for the year ended 31 December 2025, the Group Management Report including (consolidated) non-financial Statement, the consolidated Corporate Governance Report of the Management Board, and the profit distribution proposal of the Management Board together with the report of the Supervisory Board financial year pursuant to section 96 of the Stock Corporation Act, each for the 2025 financial year.

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

2. Item 2

Resolution on the distribution of the net profit shown in the Company's Annual Financial Statements for the year ended 31 December 2025.

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

"The net profit for the 2025 financial year in the amount of EUR 223,926,594.53 shall be appropriated as follows: Distribution of a dividend of EUR 0.72 for each no-par-value share carrying dividend rights (309,000,000 no-par-value shares in circulation as of 31 December 2025, less treasury shares held directly by the Company on the day the resolution is adopted), each representing a pro-rata-value share of EUR 1.00 in the share capital. The residual amount shall be carried forward onto new account."

3. Item 3

Resolution on the approval of the actions of the Members of the Management Board and the Supervisory Board of the Company for the 2025 financial year.

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

"The actions of the Members of the Management Board of the Company (in the 2025 financial year) shall be approved for the 2025 financial year."

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

"The actions of the Members of the Supervisory Board of the Company (in the 2025 financial year) shall be approved for the 2025 financial year."

4. Item 4

Election of the auditor of the non-consolidated and consolidated Financial Statements for the 2027 financial year and election of the auditor of the Sustainability Report for the financial year 2027.

The Audit Committee of the Supervisory Board recommended to the Supervisory Board that PwC Wirtschaftsprüfung GmbH be elected as the auditor of the non-consolidated and consolidated Financial Statements for the year ending 31 December 2027. The auditor proposed for election provided the information specified in section 270 of the Austrian Company Code and Rule 80 of the Corporate Governance Code, confirming its authority to audit a stock corporation and the absence of reasons for exclusion. It provided a statement of the total fee received from the Company in the previous financial year, a breakdown by type of service, confirmed that it participates in the external quality assurance system established on the basis of the Auditor Oversight Act (including its registration in the public register of the Auditor Oversight Authority), and disclosed and documented all circumstances that could give rise to a concern of bias or lead to exclusion (such circumstances do not exist), and has taken all the necessary measures to ensure an independent and unbiased audit.

The Sustainability Reporting Act (NaBeG), which governs (consolidated) sustainability reporting and its audit, has been published (BGBl No. 6/2026) and has come into force. The 26th Annual General Meeting of UNIQA Insurance Group AG on 2 June 2025, in anticipation of domestic legislation on sustainability reporting, appointed PwC Wirtschaftsprüfung GmbH as the auditor of the sustainability reporting for the financial year 2026, meaning that no auditor of the sustainability reporting needs to be appointed for the financial year 2026 (but for the financial year 2027). The Audit Committee of the Supervisory Board has proposed to the full Supervisory Board that PwC Wirtschaftsprüfung GmbH be appointed as the auditor of the (consolidated) sustainability

reporting for the financial year 2027. PwC Wirtschaftsprüfung GmbH also has the authority to audit the sustainability reporting.

Based on the recommendation of the Supervisory Board's Audit Committee, the Supervisory Board of the Company proposes pursuant to Section 108 (1) of the Stock Corporation Act that the Annual General Meeting adopt the following resolutions:

"PwC Wirtschaftsprüfung GmbH shall be elected auditor of the non-consolidated and consolidated Financial Statements for the year ending 31 December 2027. PwC Wirtschaftsprüfung GmbH shall be elected auditor of the Sustainability Reports for the financial year 2026."

5. Item 5

Resolution on the Remuneration Report disclosing the remuneration of the Members of the Management Board and the Members of the Supervisory Board for the 2025 financial year.

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

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

On 21 April 2026, the Management Board and the Supervisory Board of the Company adopted the Remuneration Report for the 2025 financial year. The Remuneration Report is available on the website of the Company, as entered in the Companies Register (and is attached to this proposed resolution).

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

"The Remuneration Report disclosing the remuneration of the Members of the Management Board and the Supervisory Board for the 2025 financial year, as attached to this proposed resolution as Enclosure 1 (and are also available on the website of the Company entered in the Companies Register), shall be adopted."

6. Item 6

Resolution on the daily allowances and the remuneration of the Members of the Supervisory Board.

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

"The remuneration of the members of the Supervisory Board for the 2025 financial year shall amount to a total of EUR 1,120,000.00, the distribution among the individual

Members of the Supervisory Board being subject to a resolution by the Supervisory Board. The daily allowances for members of the Supervisory Board shall be set at EUR 1,000.00 per meeting day of the Supervisory Board and per participating Member of the Supervisory Board.”

7. Item 7

Elections to the Supervisory Board

The Supervisory Board presently consists of ten members elected by the Annual General Meeting. The number of members elected by the Annual General Meeting is to remain unchanged. On account of the expiry of the term of office of Dr. Markus Andréewitch and Dr. Johann Strobl, two members of the Supervisory Board has to be elected in order to again reach the number of ten members of the Supervisory Board elected by the Annual General Meeting.

Having reached the age limit laid down in Art.7 para.3 of the Articles of Association of the Company, Dr. Markus Andréewitch, born on 11 June 1955, will resign from the Supervisory Board of the Company as of the end of the 27th Annual General Meeting of the Company on 9 June 2026. Dr Johann Strobl has announced his intention to step down from his position as a member of the Supervisory Board with effect from the conclusion of the end of the 27th Annual General Meeting of the Company.

In accordance with Section 86(7) of the Austrian Stock Corporation Act, the Supervisory Board of listed companies must comprise at least 30% women and at least 30% men, provided that the Supervisory Board consists of at least six shareholder representatives and the workforce comprises at least 20% female and male employees respectively. These requirements apply to UNIQA Insurance Group AG. Based on the current and proposed composition, the Supervisory Board of UNIQA Insurance Group AG must comprise at least five women and at least five men (calculated from the total number of 15 Supervisory Board members, i.e. ten shareholder representatives and five employee representatives combined) in order to meet the minimum quota requirement under Section 86(7) of the Austrian Stock Corporation Act. The minimum proportion of women and men on the Supervisory Board must be met by the Supervisory Board as a whole for this election. No objection to the overall compliance with Section 87(9) of the Austrian Stock Corporation Act has been raised. The minimum proportion requirement is currently met; the company's Supervisory Board comprises, in total, six women and nine men. The nomination for two members of the Supervisory Board consists of two men (replacing the two men who are stepping down), so that, if elected, there will be no change in the composition of the Supervisory Board of UNIQA Insurance Group AG, which will continue to consist of six women and nine men in total, and thus comprise at least 30% women and men.

The candidates for election to the Supervisory Board are proposed in compliance with the requirements of the Corporate Governance Code. The principles set out in section 87 (2a) of the Stock Corporation Act, in particular the requirements of professional and personal qualification, a balanced composition of the Supervisory Board in terms of expertise represented, diversity, internationality and a clean criminal record, have been complied with.

The candidates proposed for election, i.e. Mr. Bernhard Breunlich and Mr. Michael Höllerer (see below), submitted the declaration pursuant to section 87 (2) of the Stock Corporation Act regarding their qualifications and their professional or comparable functions, and stating that there are no circumstances that could give rise to a concern of bias. The declaration pursuant to section 87 (2) of the Stock Corporation Act, which is herewith referred to, was published on the website of the Company and is attached to this proposed resolution (candidacy for election) as Enclosure 2. Moreover, the candidates confirmed their knowledge of the provisions of the Austrian Stock Exchange Act, the Market Abuse Regulation (Regulation (EU) No 596/2014) and UNIQA's internal compliance policy on prevention of market abuse and stated their willingness to comply with the principles of the Corporate Governance Code acknowledged by the Company. In line with the criteria of independence laid down by the Supervisory Board, the candidates proposed declared to be independent. The CVs of the candidates proposed have been published on the website of the Company.

The Annual General Meeting is bound by the proposal for election on the basis of the provisions referred to in the following. The proposal by the Supervisory Board for election of two members of the Supervisory Board, including their declarations pursuant to section 87 (2) of the Stock Corporation Act, must be published and made accessible on the website of the Company on or before the 21st day prior the Annual General Meeting, i.e. no later than 19 May 2026. Candidacies proposed by shareholders pursuant to section 110 of the Stock Corporation Act, which must be received by the Company in text form no later than 28 May 2026, including the declarations pursuant to section 87 (2) of the Stock Corporation Act for each person proposed, have to be published on the Company's website no later than two working days after receipt (with the exceptions provided for in section 110 (4) of the Stock Corporation Act). Pursuant to section 87 (6) of the Stock Corporation Act, candidates for election to the Supervisory Board, including their declarations pursuant to section 87 (2) of the Stock Corporation Act for each person proposed, have to be published on the Company's website no later than on the fifth working day before the Annual General Meeting, failing which the person(s) concerned must not be included in the vote. Further details and the prerequisites for such candidacies proposed by shareholders to be taken into account pursuant to section 110 of the Stock Corporation Act are contained in the convocation to the 25th Annual General Meeting (reference to shareholder rights pursuant to section 106 (5) of the Stock Corporation Act) and the document on *Further information on shareholder rights pursuant to Sections 109, 110, 118 and 119 of the Stock Corporation Act*.

Pursuant to section 108 (1) and (2) of the Stock Corporation Act and considering section 86 (7) and (9) and section 87 (2) and (2a) of the Stock Corporation Act, the Supervisory Board of the Company proposes that the Annual General Meeting adopt the following resolution:

[“The following persons shall be elected members of the Supervisory Board:](#)

[Bernhard Breunlich, born 5 March 1971](#)

[Michael Höllerer, born 14 January 1978](#)

[The election shall be effective as of the end of the 27th Annual General Meeting for a term of office until the end of the Annual General Meeting resolving on the approval of](#)

the actions of the Management Board and the Supervisory Board for the 2026 financial year. This is in accordance with the statutory age limitations. The current number of ten members of the Supervisory Board elected by the Annual General Meeting of the Company is to remain unchanged, that, due to the expiry of the terms of office of Dr Markus Andréewitch and Dr Johann Strobl, two members of the Supervisory Board are to be elected in order to restore the number of members elected by the Annual General Meeting to ten.”

Enclosures:

Enclosure /1 ad agenda item 5: Remuneration Report disclosing the remuneration of the Members of the Management Board and the Supervisory Board for the 2025 financial year

Enclosure /.2 ad Agenda item 7: Declarations by the persons proposed for election to the Supervisory Board pursuant to section 87 (2) of the Stock Corporation Act



UNIQA Insurance Group AG

REMUNERATION REPORT

for the 2025 financial year

on the remuneration of the
members of the Management
Board

and

the principles of remuneration of
the members of the Supervisory
Board

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

21 April 2026

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Part A – Remuneration Report 2025 of the Management Board

1 Introduction

1.1 General information

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

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

Pursuant to Section 78b (1) of the Stock Corporation Act, the Remuneration Policy must be submitted to a vote by the Annual General Meeting at least every fourth financial year and in the case of any material amendment. The Remuneration Policy renewed by the Supervisory Board on 10 April 2024 was submitted to UNIQA’s 25th Annual General Meeting on 3 June 2024 as a proposed resolution for voting and was approved by a majority of 89.23 per cent of the capital represented.

In accordance with Section 78c of the Austrian Stock Corporation Act and the provisions of the Austrian Code of Corporate Governance as amended in January 2025, the Management Board and the Supervisory Board prepared this Remuneration Report 2025 of the members of the Management Board on 21 April 2026 after preliminary discussions with the appointed Committee of the Supervisory Board for Board Affairs, whose members are identical to the Remuneration Committee, and decided to submit it for voting at the 27th Annual General Meeting to be held on 9 June 2026.

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

The Remuneration Report 2024 was approved at the 26th Annual General Meeting on 2 June 2025 with a majority of 89.05 per cent of the capital represented. There were no requests from shareholders to speak on the 2024 Remuneration Report. Due to the high level of acceptance of the Remuneration Report by the shareholders, there was no need to take the voting result into consideration with regard to the Remuneration Report of the 2025 reporting year.

If necessary, the Remuneration Report for the 2026 financial year must state how the outcome of the vote of the 27th Annual General Meeting on 9 June 2026 on the 2025 Remuneration Report was taken into account.

1.2 Annual change in the company’s economic performance

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

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

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

Overview of key figures 2021 – 2025

Consolidated key figures - five year comparison

In € million	IFRS 4	IFRS 17	IFRS 17	IFRS 17	IFRS 17
	2021	2022	2023	2024	2025
Premiums written, including savings portions from unit-linked and index-linked life insurance	6.278,3	6.456,5	7.080,1	7.719,9	8.354,7
of which property and casualty insurance	3.428,4	3.613,4	4.133,7	4.587,0	5.044,7
of which health insurance	1.219,5	1.266,6	1.378,0	1.514,5	1.609,5
of which life insurance	1.630,4	1.576,5	1.568,3	1.618,4	1.700,4
Premiums written UNIQA Austria	3.916,6	4.086,4	4.290,0	4.488,3	4.702,9
Premiums written UNIQA International	2.343,6	2.357,9	2.682,2	3.054,8	3.353,8
Technical result	209,2	564,0	562,2	560,5	710,8
Combined Ratio (after reinsurance)	93,7%	92,8%	92,8%	93,1%	91,7%
Earnings before taxes	382,3	272,3	426,4	441,9	516,4
Consolidated profit/(loss)	314,7	256,0	302,7	347,6	424,8
Earnings per share (in €)	1,03	0,83	0,99	1,13	1,38
Dividend per share (in €)	0,55	0,55	0,57	0,60	0,72 ^{*)}
Equity, including non-controlling interests	3.323,3	1.901,0	2.730,1	2.941,4	3.164,8
Total assets	31.547,8	26.641,1	28.151,0	28.532,1	29.047,9
Return on Equity (in per cent)	9,3%	11,6%	13,2%	12,4%	14,3%
Solvency capital requirement (SCR) in ratio (in per cent)	196%	246%	255%	264%	275%

*) Proposal to the Annual General Meeting

1.3 The scope of the report

This Remuneration Report, which has been prepared in accordance with the requirements of Section 78c of the Austrian Stock Corporation Act and L-Rule 29a of the Austrian Code of Corporate Governance 2025, is intended to provide a comprehensive overview of the remuneration granted or owed to current and former members of the Management Board in the course of the 2025 financial year as part of the Remuneration Policy, including all benefits in any form.

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

- the total remuneration divided into components, the relative proportions of fixed and variable remuneration components and an explanation of how the total remuneration is consistent with the Remuneration Policy, including information on how the total remuneration supports the long-term performance of the company and how the performance criteria have been applied;
- the annual change in total compensation, the company's economic performance and the average compensation of the company's other employees on a full-time equivalent basis, for at least the last five financial years and in a manner that permits comparison;
- any remuneration from affiliated companies (Section 189a No. 8 of the Austrian Commercial Code);
- *[the number of shares and stock options granted or offered and the principal terms and conditions of exercise of the rights, including the exercise price, the exercise date and any changes to those terms and conditions] – not applicable*
- information on whether and how the option to reclaim variable remuneration components was applied;

- *[Information on any deviations from the procedure for implementing the Remuneration Policy pursuant to Section 78a (2) to (7) and on any deviations practised pursuant to Section 78a (8), including an explanation of the nature of the exceptional circumstances, and a statement of the specific parts from which deviations have been made] – not applicable*

2 Components of remuneration in the 2025 financial year

2.1 General information

Remuneration to the members of the Management Board was granted in the 2025 financial year on the basis of the Remuneration Policy that was renewed in 2024.

The remuneration system was amended with effect from 1 July 2024 based on the renewed Remuneration Policy established by the Supervisory Board on 10 April 2024, which was the subject of a vote at the company's Annual General Meeting on 3 June 2024. The STI and LTI (allocation value) were accordingly jointly limited to 100 per cent of fixed income. The STI will therefore account for 65 per cent of the annual fixed income in future (previously 100 per cent), and the LTI (grant value) will account for 35 per cent in future (previously 50 per cent). Conversely, the fluctuation margin for annual fixed salaries for the members of the Management Board was increased, taking into account relevant benchmarks for comparable companies. The new system applies on a pro rata basis from 1 July 2024 with regard to the 2024 reporting year. The new classification system will be fully implemented for the 2025 reporting year, whereas in 2024 it was applied on a pro rata basis starting July 1, 2024.

The remuneration granted promotes the long-term performance of the company. The performance criteria were determined and applied on the basis of the Remuneration Policy.

The members of the Management Board received fixed (non-performance-related) remuneration in the 2025 financial year. The first part of the short-term incentive for 2024 was also disbursed in 2025, as was the deferred amount of the 2021 short-term incentive. Furthermore, the long-term incentive tranche for 2021 was also paid out.

A short-term incentive and a long-term incentive were again set for the 2025 financial year, the latter as a multi-year share-based remuneration component (2025 tranche).

The total remuneration of the members of the Management Board was commensurate with the tasks and performance of the individual Management Board member, the situation of the company and the practices of the market, and set long-term conduct incentives for sustainable corporate development. In particular, the target values of the short-term incentive offered in 2025 and the open tranches 2022 to 2025 of the long-term incentive were in line with UNIQA's business strategy in that they refer to key figures that are critical for UNIQA's strategic and long-term development. Notably, target achievement parameters relevant to ESG are incorporated into the system for short-term incentives.

The target achievement parameters of the short-term incentive made allowances for sustainable corporate development, taking into consideration figures from the strategic medium-term planning, but also the individual departmental responsibilities.

The overall company target and basic prerequisite for payouts from the short-term incentive 2025 are the solvency rate and the IFRS net income, which must not fall below a certain threshold. A "sustainability test" also takes into account the medium-term



development of the Group's solvency ratio. For example, underperformance may result in a reduction of the deferred component of the short-term incentive over the "vesting period" of three years.

In the four-year performance period of the individual tranches of the long-term incentive, capital market-specific parameters are taken into account, as well as the solvency development and the earnings power of the non-life insurance segment. The latter target achievement parameter (earnings power of the non-life insurance segment) was replaced by an ESG-relevant target definition starting from the 2023 financial year because, according to the new accounting standard IFRS 17 applicable from the 2023 financial year onwards, it is no longer possible to determine a combined ratio for the property/casualty segment in the conventional manner.

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

In the first half of 2025, UNIQA's Management Board consisted of seven members. The Management Board of UNIQA Österreich Versicherungen AG is made up of the same individuals. UNIQA is the only entity paying remuneration for the members of the Management Board.

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

2.2 Remuneration components

The fixed and variable remuneration granted in the 2025 financial year is described in detail below.

The individual members of the Management Board of UNIQA Insurance Group AG will receive the following remuneration in the 2025 financial year:

In € thousand (all individual figures rounded)	Fixed remuneration	Variable remuneration ¹⁾ (STI)	Multi-year Share-based (LTI) 2021 tranche	Total current remuneration	Relative share of total remuneration in %		
					FIX	STI	LTI
Andreas BRANDSTETTER	964 <i>(950)</i>	645	507	2.116	46	30	24
Wolf-Christoph GERLACH	715 <i>(700)</i>	452	345	1.512	47	30	23
Peter HUMER	820 <i>(800)</i>	504	384	1.708	48	30	22
Wolfgang KINDL	814 <i>(800)</i>	504	384	1.702	48	30	23
René KNAPP	714 <i>(700)</i>	452	345	1.512	47	30	23
Sabine PFEFFER	524 <i>(510)</i>	247	0	771	68	32	0
Kurt SVOBODA	825 <i>(800)</i>	536	422	1.783	46	30	24
Total sum	5.378	3.339	2.387	11.104	48	30	21
<i>2024</i>	<i>5.349</i>	<i>2.841</i>	<i>1.337</i>	<i>9.527</i>	<i>56</i>	<i>30</i>	<i>14</i>
<i>2023</i>	<i>4.858</i>	<i>3.586</i>	<i>1.327</i>	<i>9.771</i>	<i>50</i>	<i>37</i>	<i>14</i>
<i>2022</i>	<i>4.734</i>	<i>4.161</i>	<i>1.722</i>	<i>10.616</i>	<i>45</i>	<i>39</i>	<i>16</i>
<i>2021</i>	<i>4.675</i>	<i>806</i> ²⁾	<i>1.140</i>	<i>6.621</i>	<i>71</i>	<i>12</i>	<i>17</i>
<i>2020</i>	<i>4.377</i>	<i>2.310</i> ³⁾	<i>2.137</i>	<i>8.824</i>	<i>50</i>	<i>25</i>	<i>24</i>

¹⁾ Variable compensation includes the deferred component of the Short-Term Incentive (STI) for the 2021 fiscal year (€854 thousand) and the portion of the 2024 fiscal year entitlement that is immediately payable (€2,485 thousand).

²⁾ No short-term incentive was offered for the 2020 fiscal year; in the 2021 fiscal year, therefore, the only item under the heading "Short-Term Incentive" was the deferral from the 2017 Short-Term Incentive (no claim yet for Peter HUMER and Wolf-Christoph GERLACH; a "deferred component" of 18 thousand euros is included for René KNAPP from his role prior to his appointment to the Executive Board).

³⁾ €93 thousand in variable compensation for Wolf-Christoph GERLACH from his role on the Executive Board of UNIQA Biztosító Zrt., Budapest, which ended at the end of 2019.

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

The fixed salary components included remuneration in kind equivalent to €38 thousand (2024: €77 thousand) for company flats provided to individual members of the Management Board and for company cars provided for use (including private use). Also included are the employer's contributions to social security for the members of the Management Board, amounting to €14 thousand each (2024: €13 thousand each).

The fixed income shown in brackets and in italics in the column "Fixed remuneration" in the table above has been defined according to the new reference system set out by the Remuneration Committee and described in the Remuneration Policy.



The range of fixed annual income for members of the Management Board in accordance with the revised Remuneration Policy 2024 is between €510 thousand and €950 thousand per year. The fixed remuneration of Sabine PFEFFER was increased to €600 thousand with effect from January 2026; the STI and the LTI were adjusted accordingly in line with the remuneration framework.

The above-mentioned remuneration in kind amounts are not components of this range, but are reported nonetheless under fixed income for the purposes of reconciliation with the notes to the annual financial statements.

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

2.3 D&O liability insurance

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

2.4 Company pension plan

For the Management Board members, pension commitments exist in part through Valida Pension AG, and in certain cases pension liability insurance has been concluded.

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

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

The retirement pension (which is exclusively defined contribution in the annuitisation phase) through Valida Pension AG as a general rule becomes due for payment when the beneficiary reaches their 65th year of life (standard retirement age in accordance with the Austrian General Social Insurance Act). In the case of earlier retirement, the pension entitlement is reduced accordingly. Retirement pensions are not paid out before a person has reached the age of 60. In the case of pension liability insurance, retirement pensions from the annuitisation of the insurance proceeds are paid out at the time the benefits are due, generally from the age of 65, but at the earliest from the age of 60.

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

The pension amounts of the Management Board members with pension entitlements vis-à-vis Valida Pension AG are exclusively guaranteed at the time of arising (at a mark-down



if the pension accrual occurs before the age of 65).

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

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

In addition to the remuneration of the members of the Management Board listed under 2.2, €1,138 thousand (2024: €1,025 thousand) in ongoing contributions was paid for pension commitments via Valida Pension AG and for pension liability insurance with UNIQA Österreich Versicherungen AG.

In € thousand	Pension contributions 2025 (ongoing)
Andreas BRANDSTETTER	179
Wolf-Christoph GERLACH	140
Peter HUMER	161
Wolfgang KINDL	215
René KNAPP	140
Sabine PFEFFER	102
Kurt SVOBODA	201 ¹⁾
Gesamtsumme	1,138 ¹⁾
2024	1,025 ²⁾
2023	896
2022	1,059
2021	1,059
2020	1,024

¹⁾ Of which pension liability insurance premiums in the amount of €589 thousand and amounting to EUR €830 thousand in 2025 for all members of the Management Board.

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

Note:

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

The amount expended on pensions in the reporting year for former members of the Management Board and their survivors was €2,231 thousand (2024: €2,278 thousand).

2.5 Variable remuneration components

2.5.1 Short-term incentive

A short-term incentive is offered in which, when defined targets are met, variable remuneration is made for the financial year based on the respective earnings situation and the specified individual objectives.

In accordance with the revised 2024 Remuneration Policy, the STI share in the annual fixed income came to 65 per cent (= maximum entitlement).

The variable remuneration is paid partly in the following year and partly (as a deferred component) after three years.

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

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



In its function as the Remuneration Committee, the Supervisory Board's Committee for Board Affairs determined that the 2025 short-term incentive would depend on the solvency ratio and IFRS net income as payout criteria and requirements. If the established solvency ratio is below 180 per cent or the target achievement factor for the IFRS net income below 80 per cent, no annual target bonus is paid out. If the solvency ratio is below 135 per cent or the target achievement factor for the IFRS net income below 75 per cent, the individual target bonus is also completely forfeited, in addition to the annual target bonus.

The target achievement parameters are defined for the individual members of the Management Board on the basis of their specific fields of responsibility and their concrete activities and tasks. Target achievement parameters relevant to ESG have been incorporated in the classification for the short-term incentive in 2025.

From the short-term incentive for the 2025 financial year, provisions were made in the 2025 financial statements for anticipated payments of €3,419 thousand in 2026 and 2029.

For the 2024 short-term incentive, disbursements of €2,485 thousand were made in 2025, with €947 thousand expected to be paid out as a deferred component in 2028.

For the 2023 financial year, payments of €926 thousand are expected to be made from the deferred components of the short-term incentive to members of the Management Board in 2027. In addition, payments relating to the Short-Term Incentive 2022 are expected to be made to members of the Management Board in 2025 (currently still excluding Sabine PFEFFER), amounting to an estimated EUR 945 thousand, with payment in 2026.

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

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

In accordance with the revised 2024 Remuneration Policy, the allocation value share in the annual fixed income came to 35 per cent.

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

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

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

This was the first time that ESG-relevant performance targets were implemented in the

system, instead of the combined ratio of the property/casualty segment.

The target achievement parameters for the long-term incentive 2025 are (i) the average total shareholder return (TSR) of UNIQA shares compared with the average TSR of the shares in the companies on the DJ Euro STOXX TMI Insurance, (ii) the return on risk capital (RoRC), (iii) the Carbon Footprint of Investments target and (iv) the Gender-Equal Leadership Mix target. The achievement of all these performance targets is determined separately to determine the number of long-term incentive plan (LTI) shares paid out at the end of the performance period and is weighted at (i) and (ii) 40 out of 100 for performance targets and (iii) and (iv) 10 out of 100 for performance targets.

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

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

The long-term incentive is paired with a self-investment obligation of the Management Board members in UNIQA shares, which, as of LTI-tranche 2025, equivalent to 25 per cent of the annual allocation value. The shares must be held over the performance period for the respective tranche of the long-term incentive.

In the 2025 financial year, the members of the Management Board received payments from the 2021 tranche of the long-term incentive, as described in section 2.2. The overall target achievement rate was 115 per cent.

The allocation values and the number of virtual shares allocated based on the average price of UNIQA shares in the second half of 2024 for the 2025 tranche are as follows:

Average price 7,54 Euro	Allocation values in € thousand	Number of virtual shares
Andreas BRANDSTETTER	333	44.099
Wolf-Christoph GERLACH	245	32.494
Peter HUMER	280	37.136
Wolfgang KINDL	280	37.136
René KNAPP	245	32.494
Sabine PFEFFER	179	23.674
Kurt SVOBODA	280	37.136
Total virtual shares, 2025 tranche		244.169

At 31 December 2025, a total of 933,480 virtual shares were relevant for future payments from the long-term incentive for the members of the Management Board.

2.5.3 Determining target achievement

In its function as the Remuneration Committee, the Committee for Board Affairs has determined the degree of target achievement for the long-term incentive, 2021 tranche, on the basis of the earnings situation (i.e. after a results-based analysis) in relation to the four-year performance period up to and including the 2024 financial year, in each case applying the principles described in 2.5.2. Based on this, and taking into account the target



calibration, the committee then determined the volume of the share-based remuneration component (long-term incentive) with an overall target achievement rate of 115 per cent.

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

The 2021 – 2024 tranche of the long-term incentive was paid with the May 2025 remuneration.

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

The total remuneration granted in the 2025 financial year, i.e. fixed income and variable remuneration components, complied with and implemented the Remuneration Policy.

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

The annual average remuneration of the employees of UNIQA Insurance Group AG and UNIQA Österreich Versicherungen AG on a full-time equivalent basis (in the back office) amounted to around €76,600. The increase from 2024 to 2025 amounted to approximately EUR 80,600, representing a rise of 5.2 per cent.

The comparative value in 2023 was around €71,200. The increase from 2023 to 2024 to around €76,600 was 7.6 per cent.

The comparative value in 2022 was around €66,500. The increase from 2022 to 2023 to around €71,200 was 7.1 per cent.

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

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

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

The term of the Management Board mandates is:

Andreas BRANDSTETTER	30 June 2028
Wolf-Christoph GERLACH	30 June 2028
Peter HUMER	30 June 2028
Wolfgang KINDL	30 June 2028
René KNAPP	30 June 2028
Sabine PFEFFER	30 June 2028
Kurt SVOBODA	30 June 2028

The term of the employment contracts corresponds to the term of the respective



Management Board mandate. The terms of office of all members of the Management Board run until 30 June 2028, with the term of Sabine PFEFFER having been extended by resolution of the Supervisory Board dated 19 November 2025 until 30 June 2028 (previously 31 December 2026).



Part B – Remuneration Report 2025 of the Supervisory Board

5 General information

The legal basis for the Remuneration Report for the members of the Supervisory Board of UNIQA is the relevant provisions of the Austrian Stock Corporation Act (Section 98a) and the Austrian Code of Corporate Governance 2025 (L-Rule 50).

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

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

Pursuant to Section 78b (1) of the Stock Corporation Act, the Remuneration Policy must be submitted to a vote by the Annual General Meeting at least every fourth financial year and in the case of any material amendment. The Remuneration Policy renewed by the Supervisory Board on 10 April 2024 was submitted to UNIQA's 25th Annual General Meeting on 3 June 2024 as a proposed resolution for voting and was approved by a majority of 89.23 per cent of the capital represented.

In accordance with Section 78c of the Austrian Stock Corporation Act and the provisions of the Austrian Code of Corporate Governance, the Management Board and the Supervisory Board prepared this Remuneration Report 2025 of the members of the Supervisory Board on 21 April 2026 after preliminary discussions with the appointed Committee of the Supervisory Board for Board Affairs, whose members are the same individuals as the Remuneration Committee, and decided to submit it for voting at the 27th Annual General Meeting to be held on 9 June 2026.

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

The Remuneration Report 2024 was approved at the 26th Annual General Meeting on 2 June 2025 with a majority of 89.05 per cent of the share capital represented. It was suggested that the remuneration component "Working Committee" for individual members of the Supervisory Board be discontinued if the respective committee did not convene any meetings during the reporting year. This was in any case the situation in the financial years 2024 and 2025. The suggestion will be taken into account for the remuneration payment in 2026 for the 2025 financial year. Due to the high level of acceptance of the Remuneration Report by the shareholders, there was no need to take the voting result into consideration with regard to the Remuneration Report of the 2025 reporting year.

If necessary, the Remuneration Report for the 2026 financial year must state how the outcome of the vote of the 27th Annual General Meeting on 9 June 2026 on the 2025 Remuneration Report was taken into account.

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

The proportion of female Supervisory Board members among the ten elected members

exceeds the legally required 30 per cent at 40 per cent with four women. The proportion of female Supervisory Board members among the employee representatives (five members) amounts, with two women, to 40 per cent. In relation to the full Supervisory Board, the legal proportion of women is therefore significantly exceeded with a share of 40 per cent.

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

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

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

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

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

6 Remuneration components

The remuneration to be paid in 2025 was approved by the Annual General Meeting on 2 June 2025 as the total remuneration for the 2024 financial year in the amount of €1,212,500 (previous year €1,180 thousand). In addition to the fixed annual remuneration, a daily allowance of €1,000 (previously €1,000) is paid per meeting day. No performance-related remuneration components are planned.

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

In € thousand	2025	2024
Chair	70	70
Vice-Chair of the Supervisory Board	50	50
Member	40	40
Functions in committees each	20	20

The distribution of the total Supervisory Board remuneration is subject to a resolution of the Supervisory Board.

The individual members of the Supervisory Board of UNIQA Insurance Group AG were paid the following remuneration (for the 2024 financial year) and daily allowances in the 2025 financial year:

Payments

In € thousand (all individual figures rounded)	Daily allowance 2025	remuneration (for 2024)	Total
Burkhard GANTENBEIN	14.0	190.0	204.0
Johann STROBL	6.0	110.0	116.0
Elgar FLEISCH	12.0	147.1	159.1
Marie-Valerie BRUNNER	10.0	158.3	168.3
Markus ANDREÉWITCH	10.0	80.0	90.0
Klaus BUCHLEITNER	13.0	91.7	104.7
Anna Maria D'HULSTER	13.0	120.0	133.0
Monika HENZINGER	13.0	65.0	78.0
Jutta KATH	14.0	100.0	114.0
Rudolf KÖNIGHOFER	6.0	90.8	96.8
Christian KUHN (until 3 June 2024)	0	59.6	59.6
Out-of-pocket expenses to employee representatives	55.0	0.0	55.0
Total 2025	166.0	1,212.5	1,378.5
<i>Total 2024 (remuneration for 2023)</i>	<i>193</i>	<i>1,180</i>	<i>1,373</i>
<i>Total 2023 (remuneration for 2022)</i>	<i>159 ¹⁾</i>	<i>1,152</i>	<i>1,311</i>
<i>Total 2022 (remuneration for 2021)</i>	<i>73 ²⁾</i>	<i>835</i>	<i>908</i>
<i>Total 2021 (remuneration for 2020)</i>	<i>65</i>	<i>790</i>	<i>855</i>
<i>Total 2020 (remuneration for 2019)</i>	<i>75</i>	<i>745</i>	<i>820</i>

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

²⁾ €2 thousand in recognised daily allowances was not paid until 2023.

(Presented for reasons of comparability)

For the 2025 financial year, the Management Board and Supervisory Board intend to propose remuneration of €1,120 thousand to the 2026 Annual General Meeting for resolution, excluding the remuneration component "Working Committee" for individual members of the Supervisory Board. A corresponding provision was made in the 2025 financial statements.

Jutta KATH received remuneration of CHF 35,600 for her work on the Board of Directors of UNIQA Re AG in 2025.

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



7 Term of office of the Supervisory Board

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

Vienna, 21 April 2026

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

Andreas Brandstetter
Chairman of the Management Board

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

Burkhard Gantenbein
Chairman of the Supervisory Board



ANNEX

Key figures 2021 - 2025 with annual changes

Overview of key figures 2025

(Change in accounting standard in accordance with IFRS 17)

UNIQA Group at a glance

Consolidated key figures	2025	2024	Change
In € million			
Premiums written¹⁾	8.354,7	7.719,9	+8,2%
of which property and casualty insurance	5.044,7	4.587,0	+10,0%
of which health insurance	1.609,5	1.514,5	+6,3%
of which life insurance	1.700,4	1.618,4	+5,1%
Premiums written UNIQA Austria¹⁾	4.702,9	4.488,3	+4,8%
Premiums written UNIQA International¹⁾	3.353,8	3.054,8	+9,8%
Insurance revenue	7.115,5	6.557,2	+8,5%
of which property and casualty insurance	4.774,6	4.421,8	+8,0%
of which health insurance	1.449,8	1.355,8	+6,9%
of which life insurance	891,1	779,6	+14,3%
Insurance service expenses	-6.280,6	-5.900,4	+6,4%
of which property and casualty insurance	-4.257,6	-4.029,8	+5,7%
of which health insurance	-1.333,9	-1.255,2	+6,3%
of which life insurance	-689,0	-615,4	+12,0%
Technical result from reinsurance	-124,2	-96,3	+29,0%
Technical result	710,8	560,5	+26,8%
of which property and casualty insurance	396,3	306,2	+29,4%
of which health insurance	114,8	99,8	+15,1%
of which life insurance	199,7	154,5	+29,2%
Group admin cost ratio	15,3%	15,9%	-
Combined ratio (net after reinsurance)	91,7%	93,1%	-
Financial result	209,4	210,2	-0,4%
of which net investment income	798,8	749,7	+6,5%
Non-technical result	-325,9	-254,5	28,1%
Operating profit/(loss)	594,2	516,2	+15,1%
Earnings before taxes	516,4	441,9	+16,9%
Profit/(loss) for the period from continuing operations	423,3	348,2	+21,6%
Profit/(loss) from discontinued operations (after tax)	0,0	2,3	-
Profit/(loss) for the period	423,3	350,5	+20,8%
Consolidated profit/loss	424,8	347,6	+22,2%
Return on equity	14,3%	12,4%	-
Investments	21.063,6	20.725,5	+1,6%
Shareholders' equity	3.063,8	2.889,7	+6,0%
Equity, including non-controlling interests	3.164,8	2.941,4	+7,6%
Total assets	29.047,9	28.532,1	+1,8%
Average number of employees (FTE)	14.959	15.131	-1,1%

1) Including savings portions from unit-linked and index-linked life insurance (amounts determined in accordance with local

Overview of key figures 2024

(Change in accounting standard in accordance with IFRS 17)

UNIQA Group at a glance

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

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

Overview of key figures - 2023

(Change in accounting standard in accordance with IFRS 17)

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

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

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

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

Overview of key figures - 2022

(Change in accounting standard in accordance with IFRS 4)

Consolidated key figures in € million	2022	2021	Change
Premiums written	6,270.2	6,033.4	+ 3.9%
Savings portions from unit-linked and index-linked life insurance (before reinsurance)	335.0	324.6	+ 3.2%
Premiums written including savings portions from unit-linked and index-linked life insurance	6,605.2	6,358.0	+ 3.9%
• of which property and casualty insurance	3,686.0	3,489.5	+ 5.6%
• of which health insurance	1,277.3	1,226.5	+ 4.1%
• of which life insurance	1,641.9	1,642.0	- 0.0%
• of which recurring premiums	1,476.5	1,491.9	- 1.0%
• of which single premiums	165.4	150.2	+ 10.2%
Premiums written including savings portions from unit-linked and index-linked life insurance	6,605.2	6,358.0	+ 3.9%
• of which UNIQA Austria	4,086.4	3,916.6	+ 4.3%
• of which UNIQA International	2,506.6	2,423.3	+ 3.4%
• of which reinsurance	1,461.3	1,469.5	- 0.6%
• of which consolidation	-1,449.0	-1,451.4	- 0.2%
Premiums earned (net)	5,949.2	5,697.6	+ 4.4%
• of which property and casualty insurance	3,408.9	3,203.9	+ 6.4%
• of which health insurance	1,269.5	1,213.3	+ 4.6%
• of which life insurance	1,270.8	1,280.4	- 0.8%
Savings portions from unit-linked and index-linked life insurance (after reinsurance)	335.0	324.6	+ 3.2%
Premiums earned including savings portions from unit-linked and index-linked life insurance	6,284.2	6,022.2	+ 4.4%
Insurance benefits ¹⁾	- 4,095.8	- 4,104.2	- 0.2%
• of which property and casualty insurance	- 2,083.3	- 1,965.1	+ 6.0%
• of which health insurance	- 1,082.2	- 997.7	+ 8.5%
• of which life insurance ²⁾	- 930.4	- 1,141.4	- 18.5%
Operating expenses (net) ³⁾	- 1,711.7	- 1,648.5	+ 3.8%
• of which property and casualty insurance	- 1,083.5	- 1,037.8	+ 4.4%
• of which health insurance	- 208.8	- 206.6	+ 1.0%
• of which life insurance	- 419.5	- 404.1	+ 3.8%
Cost ratio (net after reinsurance)	27.2%	27.4%	-
Combined ratio (after reinsurance)	92.9%	93.7%	-
Net investment income	405.7	648.0	- 37.4%
Earnings before taxes	421.7	382.3	+ 10.3%
Profit/loss for the period	389.3	317.9	+ 22.5%
Consolidated profit/loss	383.0	314.7	+ 21.7%
Return on equity	14.4%	9.3%	-
Investments	18,425.6	21,785.0	- 15.4%
Equity	2,034.0	3,303.6	- 38.4%
Equity including non-controlling interests	2,052.4	3,323.3	- 38.2%
Technical provisions (net) ⁴⁾	22,011.0	23,610.9	- 6.8%
Total assets	28,196.2	31,547.8	- 10.6%
Number of insurance contracts	23,840,598	26,008,281	- 8.3%
Average number of employees (FTE)	14,515	14,849	- 2.2%

¹⁾ Including expenditure for profit participation and premium refunds

²⁾ Including expenditure for (deferred) profit participation

³⁾ Less reinsurance commissions and share of profit from reinsurance ceded

⁴⁾ Including technical provisions from unit-linked and index-linked life insurance

Overview of key figures - 2021

(Change in accounting standard in accordance with IFRS 4)

UNIQA Group at a glance

Consolidated key figures in € million	2021	2020	Change
Premiums written	6,033.4	5,261.2	+ 14.7%
Savings portions from unit-linked and index-linked life insurance (before reinsurance)	324.6	304.1	+ 6.7%
Premiums written including savings portions from unit-linked and index-linked life insurance	6,358.0	5,565.3	+ 14.2%
of which property and casualty insurance	3,489.5	3,010.3	+ 15.9%
of which health insurance	1,226.5	1,167.6	+ 5.0%
of which life insurance	1,642.0	1,387.5	+ 18.3%
of which recurring premiums	1,491.9	1,294.3	+ 15.3%
of which single premiums	150.2	93.2	+ 61.1%
Premiums written including savings portions from unit-linked and index-linked life insurance	6,358.0	5,565.3	+ 14.2%
of which UNIQA Austria	3,916.6	3,837.5	+ 2.1%
of which UNIQA International	2,423.3	1,705.4	+ 42.1%
of which reinsurance	1,469.5	1,162.7	+ 26.4%
of which consolidation	- 145.14	- 1140.3	+ 27.3%
Premiums earned (net)	5,697.6	5,029.5	+ 13.3%
of which property and casualty insurance	3,203.9	2,809.0	+ 14.1%
of which health insurance	1,213.3	1,163.6	+ 4.3%
of which life insurance	1,280.4	1,057.0	+ 21.1%
Savings portions from unit-linked and index-linked life insurance (after reinsurance)	324.6	304.1	+ 6.7%
Premiums earned including savings portions from unit-linked and index-linked life insurance	6,022.2	5,333.7	+ 12.9%
Insurance benefits¹⁾	- 4,104.2	- 3,694.6	+ 11.1%
of which property and casualty insurance	- 1,965.1	- 1,775.1	+ 10.7%
of which health insurance	- 997.7	- 963.1	+ 3.6%
of which life insurance ²⁾	- 1,141.4	- 956.4	+ 19.3%
Operating expenses (net)³⁾	- 1,648.5	- 1,566.4	+ 5.2%
of which property and casualty insurance	- 1,037.8	- 970.7	+ 6.9%
of which health insurance	- 206.6	- 225.0	- 8.2%
of which life insurance	- 404.1	- 370.7	- 9.0%
Cost ratio (net after reinsurance)	27.4%	29.4%	-
Combined ratio (after reinsurance)	93.7%	97.8%	-
Net investment income	648.0	505.4	+ 28.2%
Earnings before taxes	382.3	57.1	+ 570.0%
Profit/loss for the period	317.9	24.3	+ 1,209.3%
Consolidated profit/loss	314.7	19.4	+ 1,521.7%
Return on equity	9.3%	0.6%	-
Investments	21,785.0	22,319.2	- 2.4%
Equity	3,303.6	3,450.1	- 4.2%
Equity, including non-controlling interests	3,323.3	3,474.8	- 4.4%
Technical provisions (net) ⁴⁾	23,610.9	23,796.8	- 0.8%
Total assets	31,547.8	31,908.0	- 1.1%
Number of insurance contracts	26,008,281	25,058,554	+ 3.8%
Average number of employees (FTE)	14,849	13,408	+ 10.7%

¹⁾ Including expenditure for profit participation and premium refunds

²⁾ Including expenditure for (deferred) profit participation

³⁾ Less reinsurance commissions and share of profit from reinsurance ceded

⁴⁾ Including technical provisions from unit-linked and index-linked life insurance

***Unofficial translation from the German language –
only the German language version is legally binding***

Bernhard Breunlich

Candidate Statement

**Sect.87 para.2 of the Stock Corporation Act
Corporate Governance Code**

I herewith state and declare that - in case I am elected to the Supervisory Board - as a person belonging to the area of confidentiality of UNIQA Insurance Group AG and as a person discharging management responsibilities (within the meaning of Art.3 para.1 point 25 of the Market Abuse Regulation (EU) No 596/2014), I acknowledge in writing the obligations arising from the legal and administrative provisions, especially the provisions of the Stock Exchange Act and the Market Abuse Regulation. The internal UNIQA policy for the prevention of market abuse has been brought to my attention. I state and declare that I am aware of the sanctions imposed in cases of insider dealings, the inducement of others to engage in insider dealings, the unlawful disclosure of inside information and market manipulation.

I state and declare for the purposes of Sect.87 para.2 of the Austrian Stock Corporation Act that I am not aware of any circumstances that could give rise to a concern of bias on my part in case of my election to the Supervisory Board.

For proof of my qualifications and for a description of my professional or similar functions, please refer to my CV. I fulfil the requirements stipulated in sec.123 para.1 in conjunction with section 120 para.1 of the Act on Insurance Supervision.

I also state and declare my commitment to complying with the principles of the Corporate Governance Code recognized by UNIQA Insurance Group AG.

I state and declare that I am independent in accordance with the criteria of independence defined by the Supervisory Board.

Vienna, 28 April 2026

Bernhard Breunlich signed personally

Michael Höllerer

Candidate Statement

**Sect.87 para.2 of the Stock Corporation Act
Corporate Governance Code**

I herewith state and declare that - in case I am elected to the Supervisory Board - as a person belonging to the area of confidentiality of UNIQA Insurance Group AG and as a person discharging management responsibilities (within the meaning of Art.3 para.1 point 25 of the Market Abuse Regulation (EU) No 596/2014), I acknowledge in writing the obligations arising from the legal and administrative provisions, especially the provisions of the Stock Exchange Act and the Market Abuse Regulation. The internal UNIQA policy for the prevention of market abuse has been brought to my attention. I state and declare that I am aware of the sanctions imposed in cases of insider dealings, the inducement of others to engage in insider dealings, the unlawful disclosure of inside information and market manipulation.

I state and declare for the purposes of Sect.87 para.2 of the Austrian Stock Corporation Act that I am not aware of any circumstances that could give rise to a concern of bias on my part in case of my election to the Supervisory Board.

For proof of my qualifications and for a description of my professional or similar functions, please refer to my CV. I fulfil the requirements stipulated in sec.123 para.1 in conjunction with section 120 para.1 of the Act on Insurance Supervision.

I also state and declare my commitment to complying with the principles of the Corporate Governance Code recognized by UNIQA Insurance Group AG.

I state and declare that I am independent in accordance with the criteria of independence defined by the Supervisory Board.

Vienna, 27 April 2026

Michael Höllerer signed personally