Facts & Figures on the ARAG Sustainability Report for the 2025 Fiscal Year

ARAG is the innovative high-quality insurer
international, independent, family-owned

Structure of the ARAG Group

The ARAG Group is the largest family enterprise in the German insurance industry and the leading legal insurer worldwide. ARAG positions itself as an innovative and high-quality insurer. Through its network of branches, subsidiaries and shareholdings, ARAG operates in 18 countries—including the USA and Canada—and holds a leading position in many markets for legal insurance and legal services. In addition to legal insurance, its portfolio in Germany includes effective, needs-based products and services covering health insurance and casualty and property insurance.

ARAG SE is responsible for the operational Group management and the legal insurance operating business both in Germany and internationally. The other insurance and service companies within the Group manage their respective lines of business and related operations. ARAG Holding SE serves as the parent company of the Group from a corporate law perspective and is responsible for managing the Group's assets.

Asset and investment management	**ARAG Holding SE**
Operating management company and legal insurance	**ARAG SE** CEO and Central Group Functions Group Sales, Products and Innovation Group Finance and Controlling Group IT and Operations Group Risk Management and Internal Audit Group People and Infrastructure
Operating insurance companies	**ARAG Allgemeine Versicherungs-AG** (Casualty and property insurance) **ARAG Krankenversicherungs-AG** (Health insurance) **Interlloyd Versicherungs-AG** (Specialized in broker sales) **International companies** (Legal insurance/ legal services)
Service companies	**ARAG IT GmbH** (IT services for the ARAG Group) **Cura Versicherungsvermittlung GmbH** (Brokerage firm) **ARAG Service Center GmbH** (Emergency telephone service)

ARAG Essentials

These four tenets drive us:

Our founding principle

„Everyone should be able to assert their legal rights – irrespective of their financial situation."

Our identity

ARAG is the innovative, high-quality insurer – international, independent, and family-owned.

Our ambition

We help our customers to achieve their goals.

Our values

Pioneering spirit thrives on openness and foresight – we employ our drive with discipline and fairness.

Our identity

As a family-owned business, ARAG takes a long-term perspective in its business activities and decision-making processes. Sustainability-related topics are addressed within the framework of applicable regulatory requirements and reporting obligations. These include adherence to, amongst others, the Act on Due Diligence in Supply Chains or requirements for sustainability reporting. ARAG covers the areas of sustainability that are mandatory under EU regulations.

Environment

Social

Governance

ARAG is subject to the **obligations** under the German Commercial Code to **prepare a non-financial group statement.** This forms part of ARAG's consolidated financial statements. The content of the information to be reported is determined by a uniform EU-wide framework, the European Sustainability Reporting Standards (ESRS).

These Facts and Figures draw on selected content from the non-financial report and present it in an abridged form.

General information

ARAG analyzes its material sustainability topics through a structured process.

The so-called **Double Materiality Analysis** is a structured process required by regulation. ARAG uses this process to identify and assess its material sustainability issues. This analysis is carried out by considering two dimensions. The impact dimension ('inside-out') highlights the effects that ARAG has on the outside world. The financial dimension ('outside-in') describes the impact of the external environment on ARAG. By considering both dimensions and the associated key performance indicators, ARAG's material sustainability issues can be identified. The Sustainability Report then provides detailed coverage of these material sustainability issues.

Materiality of Impacts

ARAG's business model has both positive and negative **impacts on people, society and the environment.** These impacts enable ARAG to assess its potential and actual sustainability-related impacts on the outside world.

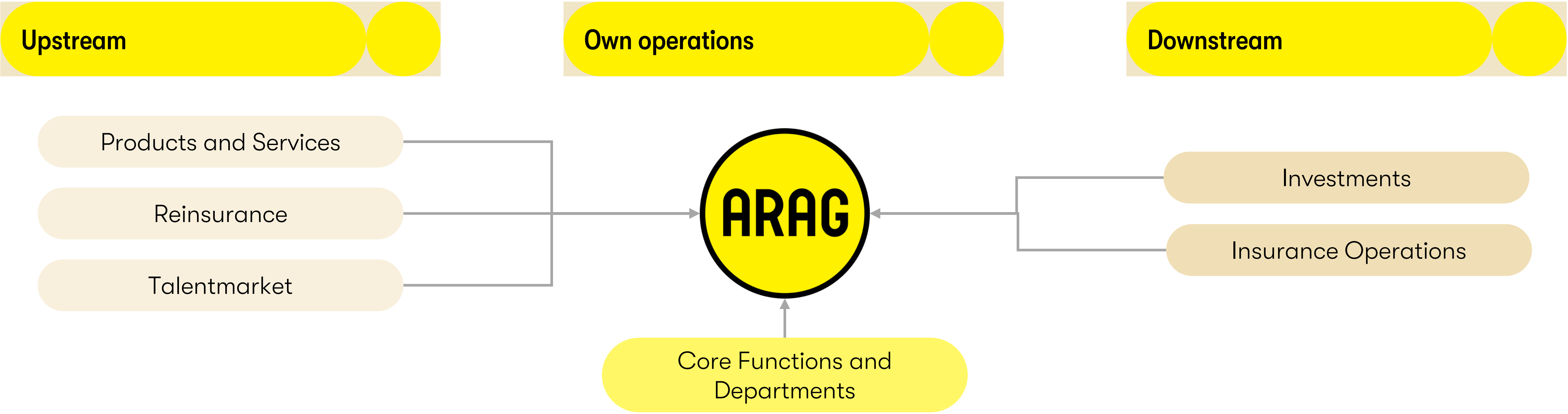
ARAG

Financial Materiality

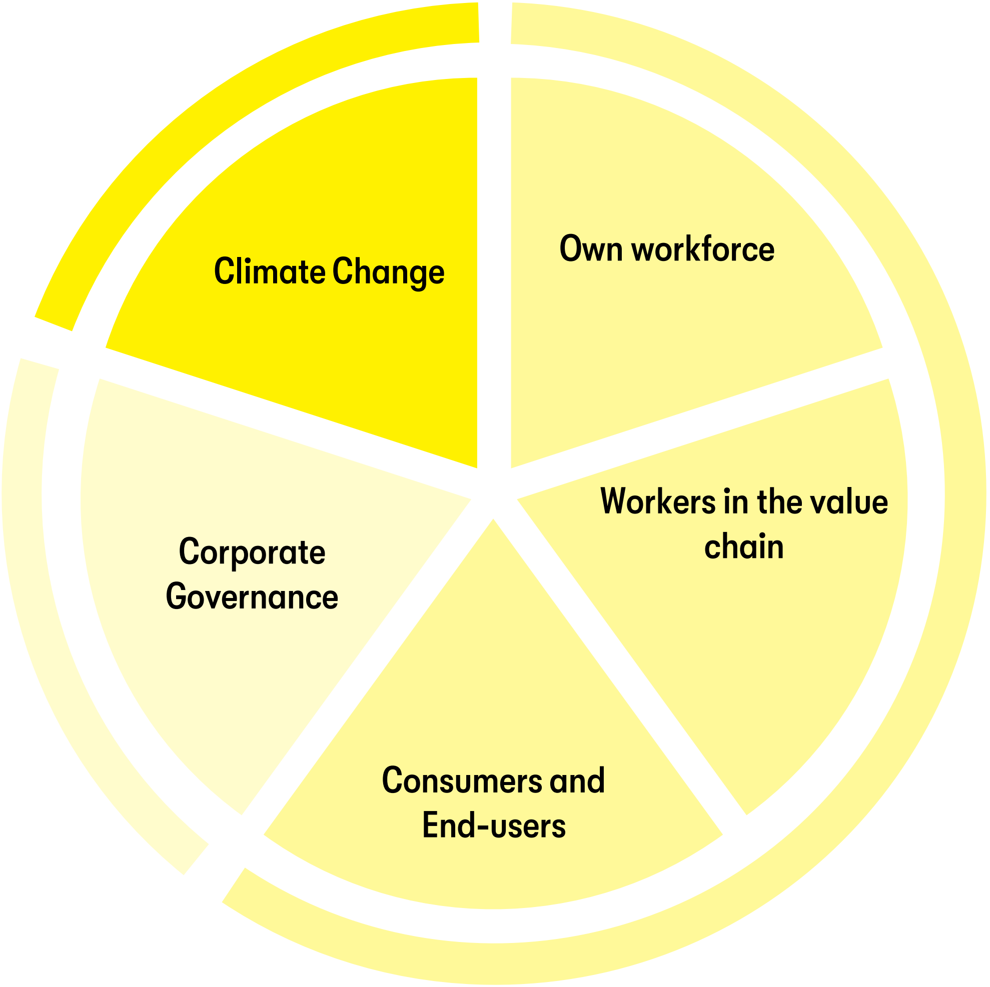
The external environment can influence ARAG's financial performance in the form of **financial risks and opportunities.** By considering sustainability-related risks and opportunities, these are linked to ARAG's financial success.

The analysis of key sustainability topics also covers key business partners.

The analysis of ARAG's key sustainability topics must encompass its most important business partners in the **upstream and downstream value chains.** The upstream value chain comprises purchased goods and services, including reinsurance, as well as the talent market as a source of current and future employees. ARAG's own business operations constitute the Core Functions and Departments of the ARAG Group. The downstream value chain comprises, on the one hand, private and commercial customers who take out ARAG's insurance products and, on the other hand, the workforce within the value chain. The latter may be affected by the Group's investment activities.



The material sustainability topics and their connection to ARAG are:



Environmental

Through its energy, heat and resource consumption, ARAG generates greenhouse gas emissions as a result of its business and investment activities, thereby contributing to **climate change.**

Social

ARAG has an impact on the following social topics:

- On its **own workforce** through their employment;
- On **workers in the downstream value chain** through its investment activities;
- On **consumers and end-users** through the use of ARAG´s insurance products.

Governance

With an internal organizational structure and **corporate governance** framework designed to meet regulatory requirements, ARAG helps to ensure compliance with various legal and regulatory obligations.

Environment

Climate Change as a material sustainability topic for ARAG.

Naturally, ARAG requires heat and electricity to run its business, which it sources from renewable, nuclear and fossil fuel sources. ARAG also provides its numerous employees with technical equipment and office supplies. Through its insurance activities and investment portfolio, ARAG is exposed to environmental financial risks. These may arise from natural events, a higher risk profile or CO_2-intensive investments.

The consumption of electricity, heat, resources and materials results in greenhouse gas emissions. Furthermore, ARAG calculates its so-called 'financed emissions', i.e. the emissions from its investments that are attributable to ARAG based on its investment ratio. The two most important indicators for measuring ARAG's own **climate impact** are both the energy consumption and greenhouse gas emissions. Greenhouse gas emissions are calculated in accordance with an internationally recognized framework, the Greenhouse Gas Protocol.

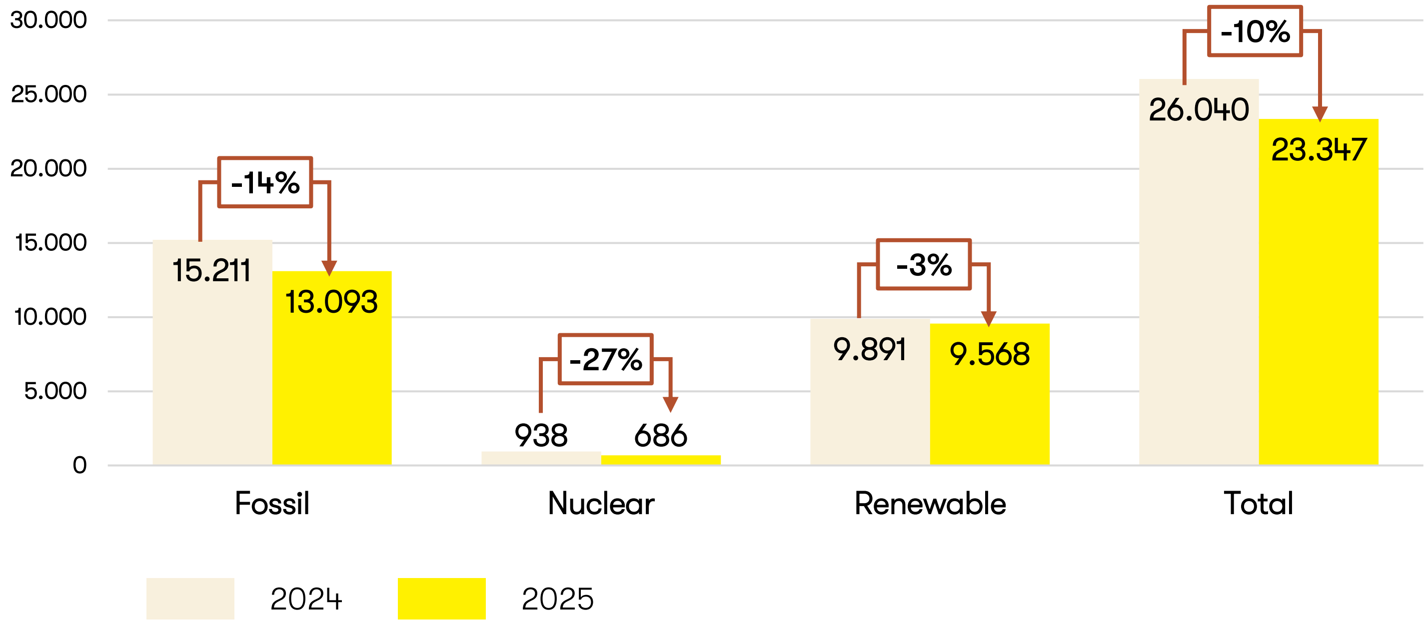
To reduce emissions, ARAG has implemented various measures, for example:

- Decarbonization measures, such as the ongoing transition to renewable energy sources, electrification of the vehicle fleet
- Integrating sustainability considerations into product development, such as repairs rather than replacements
- Adoption of investment guidelines setting out positive and negative criteria for the selection of investments

ARAG managed to reduce its energy consumption by 10 percent.

Operating in 18 countries worldwide, the ARAG Group purchases a specific energy mix from their local suppliers. The energy sources may be fossil fuels, nuclear power or renewables. This results in a varied picture across the ARAG Group. 41 per cent of the energy consumed comes from renewable sources. The ARAG Tower in Düsseldorf is already powered entirely by renewable sources.

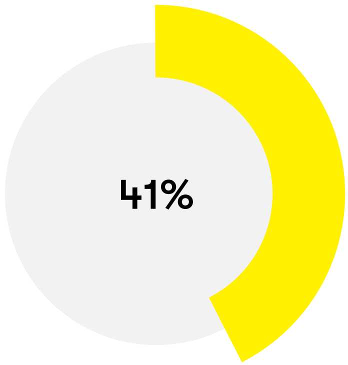
Energy Consumption in MWh



Trends in energy consumption

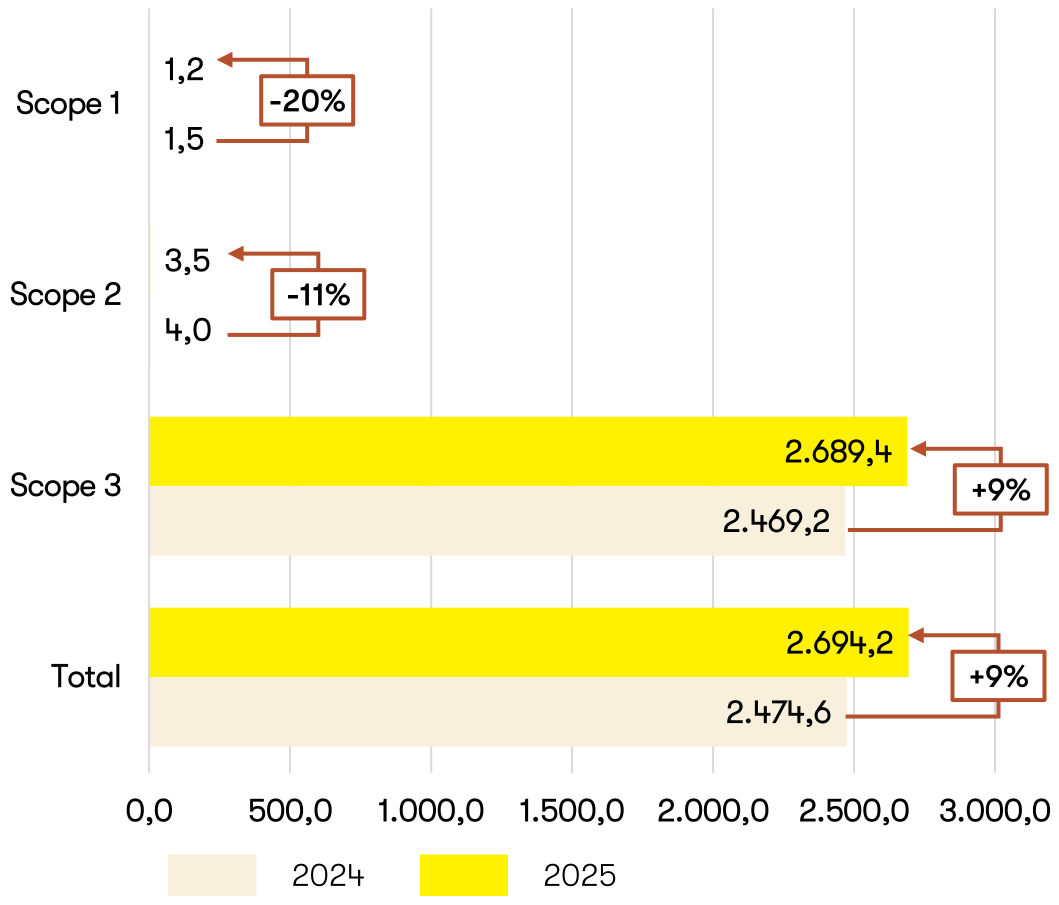
Compared with the previous year, ARAG has reduced its overall energy consumption by 10 per cent. This reduction is mainly due to a decrease in the proportion of energy derived from fossil fuels. This development is attributable to the measures implemented, including the electrification of the vehicle fleet.

Share of renewable energy sources (2024: 38%)



The Corporate Carbon Footprint of ARAG in accordance with the Greenhouse Gas Protocol.

*Greenhouse Gas Emissions in T t CO_2-Equivalents**



The **Greenhouse Gas Protocol** defines three types of GHG emissions:

- **Scope 1:** direct emissions from own or controlled sources, such as from properties owned by the organization
- **Scope 2:** indirect emissions from purchased energy and heat
- **Scope 3:** all other emissions from the upstream and downstream value chain, such as from purchased goods and services, business travel or from investments (so-called financed emissions)

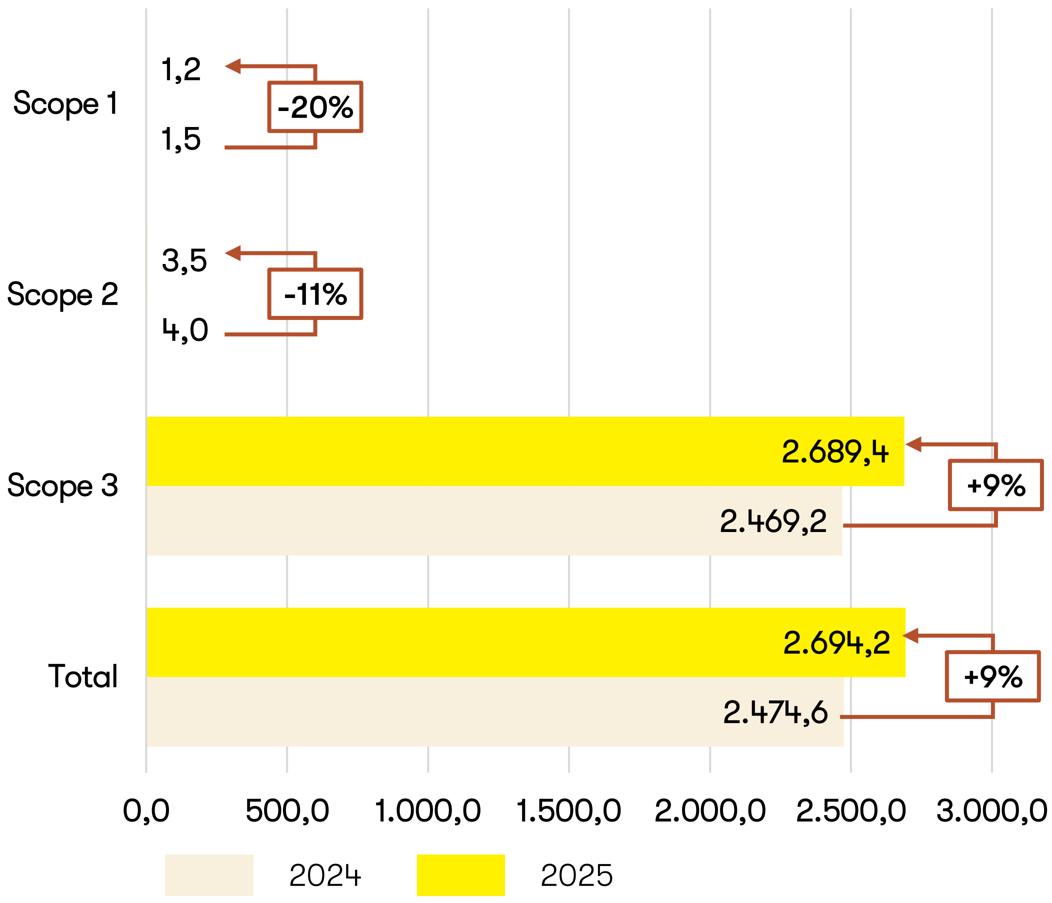
For most companies, including insurance companies, Scope 3 emissions are the dominant factor. At ARAG, emissions from investment activities are particularly significant, accounting for around 99 per cent of total emissions as part of Scope 3 emissions – a figure that is clearly predominant within the industry.

To reduce emissions from investment activities, ARAG has adopted investment guidelines setting out sustainability-related positive and negative criteria. This excludes investments in companies with serious human rights violations or those involved in the controversial arms trade.

** Scope 2 figures are presented using the location-based method.*

The increase in the volume of investments is driving the trend in GHG emissions.

*Greenhouse Gas Emissions in T t CO_2-Equivalents**



** Scope 2 figures are presented using the location-based method.*

Trends in greenhouse gas emissions

Emissions are measured in CO_2 equivalents. This converts the various greenhouse gases into a standardized metric – the CO_2 equivalent or CO_2e – to facilitate comparison. Overall, emissions rose by 9 per cent compared with the previous year. This increase is largely attributable to Scope 3 emissions. This is offset by lower Scope 1 and 2 emissions.

Scope 1 emissions have fallen because of decarbonization measures, in particular lower consumption of heating and cooling media, as well as lower emissions from the vehicle fleet.

Scope 2 emissions have fallen, primarily due to energy-saving measures and improvements in energy efficiency.

Scope 3 emissions have risen significantly due to the higher portfolio of investments. The volume of investment naturally influences the emissions attributable to ARAG, as these depend directly on the portfolio.

Social

Three dimensions of social sustainability in accordance with EU regulations:

- Its **own workforce** in core functions is essential to business operations. ARAG strives to improve working conditions and promote equal treatment and equal opportunities, for example through flexible working hours and remote working. ARAG also takes measures to protect its employees' personal data.
- **Workforce in the value chain:** The clearest link arises primarily through investments in the respective companies and, consequently, their workforce. ARAG manages sustainability aspects in this regard through a rules-based approach using positive and negative criteria based on its investment guidelines.
- Through its insurance products, there are direct links to **consumers and end users.** They make use of ARAG's products and thereby benefit from legal and health protection.

Own workforce

Working conditions, equal treatment, equal opportunities and data protection

Workers in the value chain

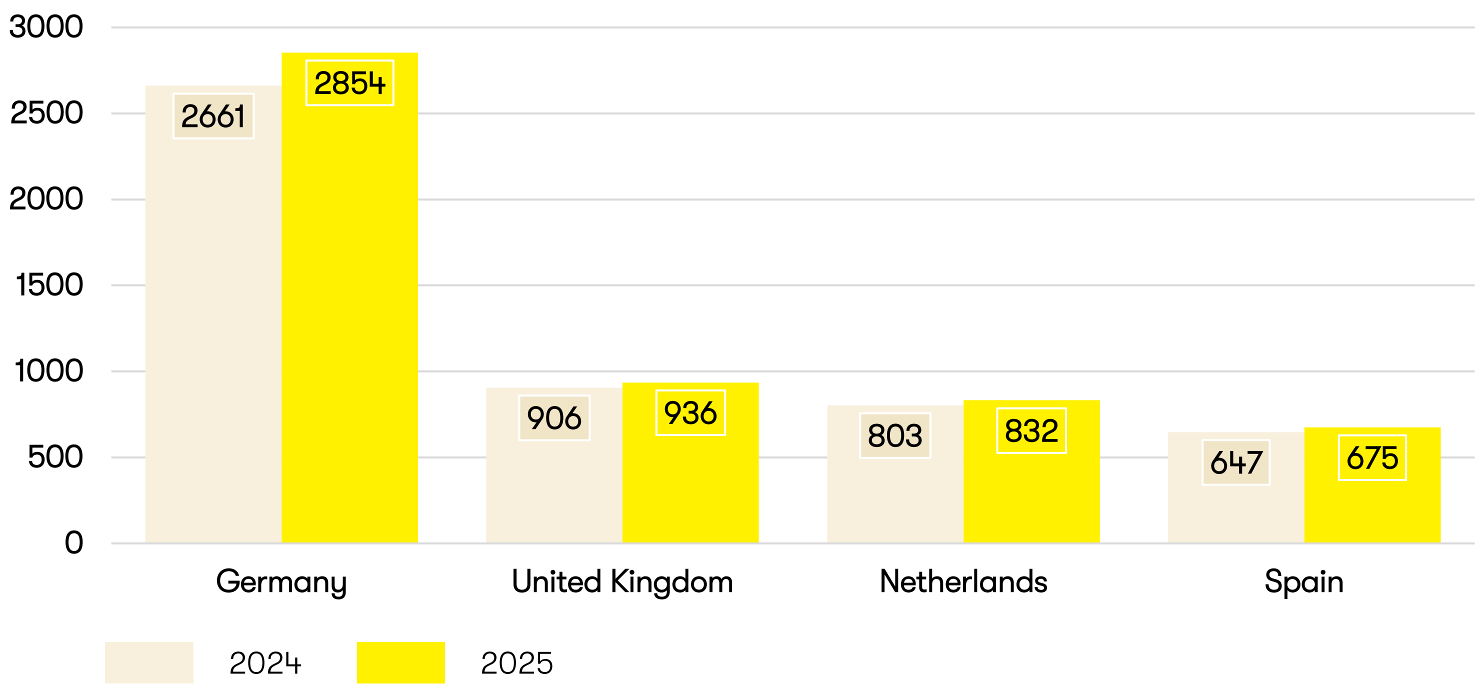
Impacts of capital investments on employment rights

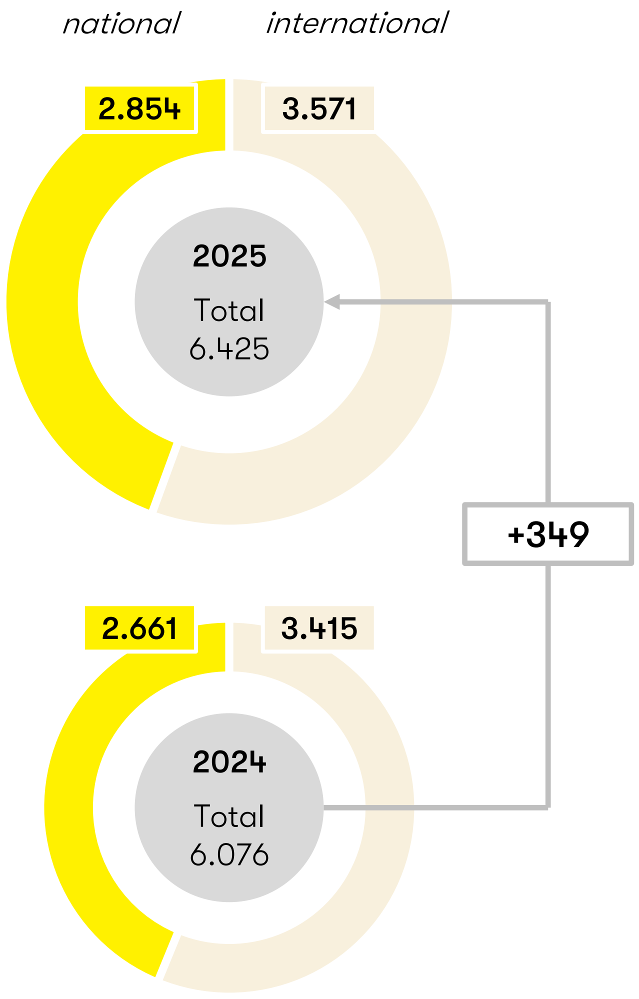
Consumers and End users

Legal and health protection provided by the insurance products

ARAG has grown significantly compared with last year.

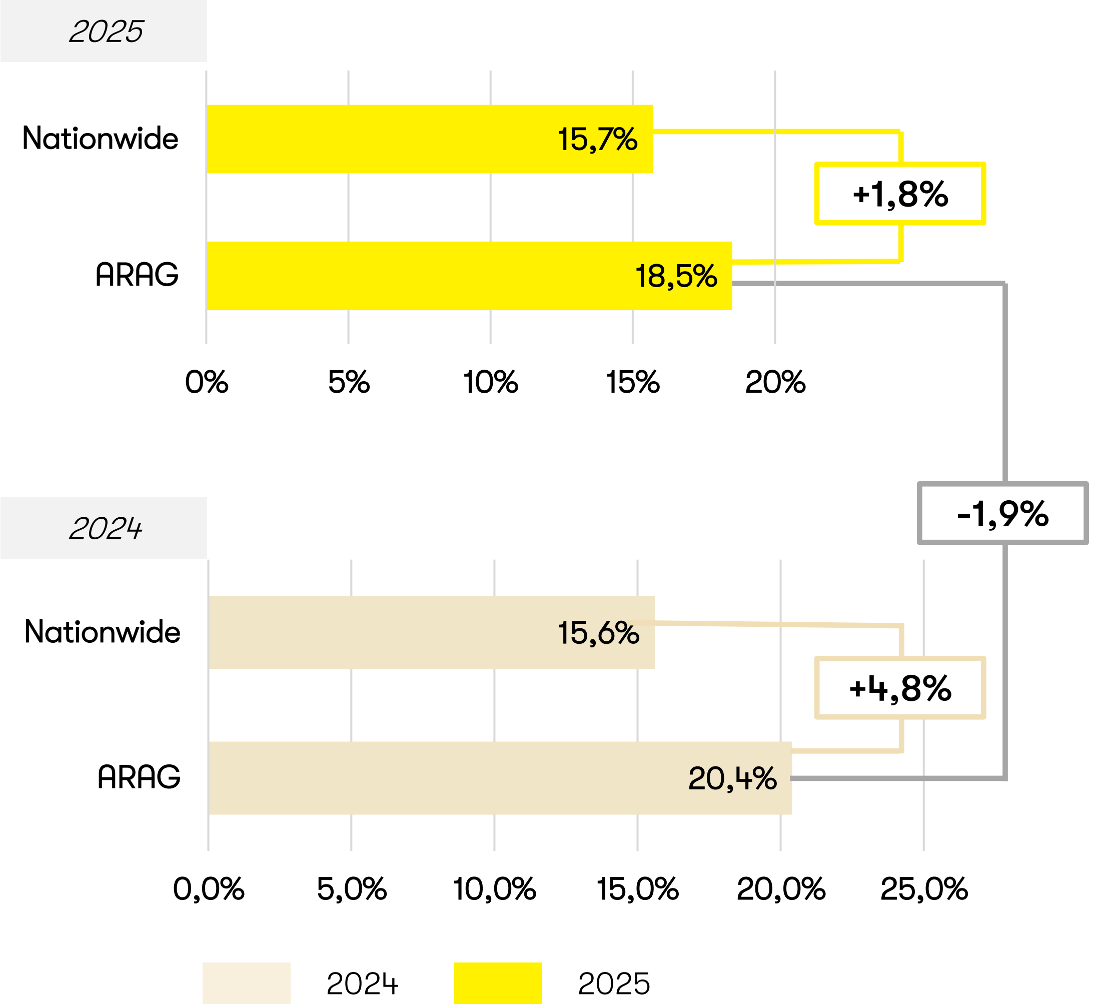
At the end of 2025, 6,425 employees worked for the ARAG Group, representing an increase of 349 employees compared with the previous year. This underlines ARAG's growth trajectory. The majority of employees – around 44 per cent – are still employed in ARAG's home market of Germany. Other major markets include the United Kingdom, the Netherlands and Spain.





** The figures shown represent the number of employees within the scope of consolidation as set out in the sustainability report. For regulatory reasons, this scope differs from the total number of employees.*

ARAG has managed to reduce the unadjusted gender pay gap.



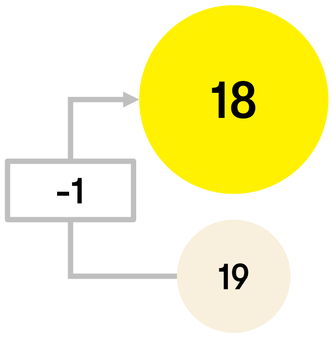
The gender pay gap refers to the difference in earnings between men and women.

The **unadjusted gender pay gap** measures the average difference in gross earnings between women and men without further differentiation, and reflects the real, structural income gap in the economy. Typically, differences in career levels are a major factor contributing to the unadjusted gender pay gap.

Compared with the previous year, ARAG has managed to reduce the unadjusted gender pay gap from 20.4% to 18.5%. This represents an improvement of 1.9 percentage points. The national gender pay gap, by contrast, remains at just under 16%. Despite the improvement on the previous year, the gender pay gap at ARAG is currently 2.8 percentage points higher than the national average.

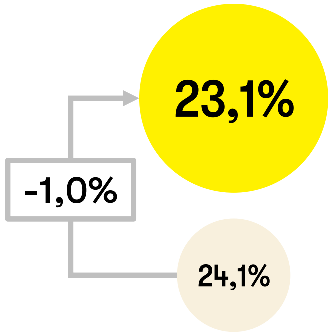
* *Sources:* Destatis, December 2025 & Destatis, February 2025

Further facts and figures relating to ARAG's workforce.



Average number of training hours per employee

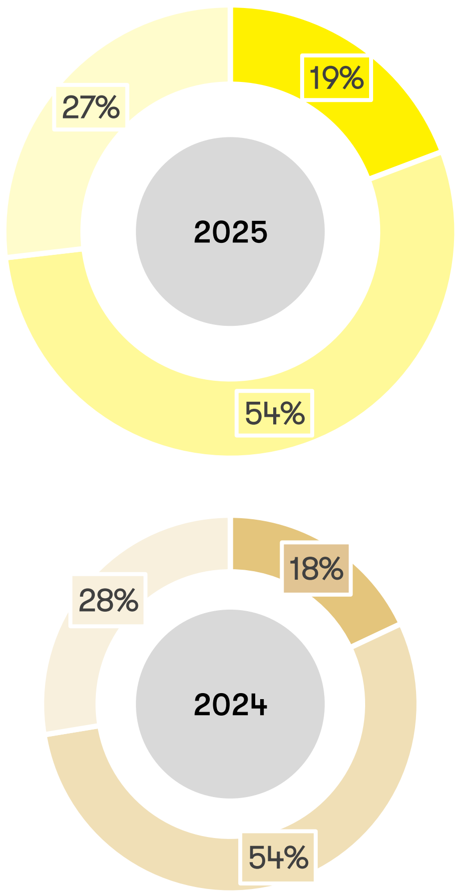
Further training opportunities are open to all employees. ARAG tailors its support for skills development and its range of training and further education programs to the needs of both the company and its employees..



Share of female executives at the highest management level

The long-term aim of achieving a balanced gender representation at the highest level of management by identifying high-potential female candidates as part of succession planning.

2024 2025



Age Distribution

At ARAG, colleagues from several generations work together

Under 30 years of age

Between 30 and 50

Over 50 years of age

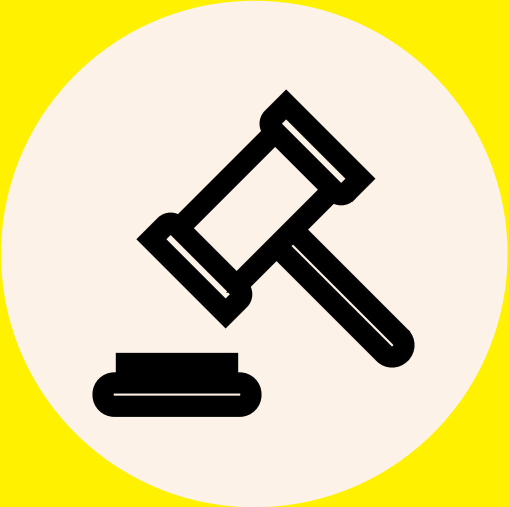
Governance

Sound corporate policies as an important part of governance.

The wide variety and complexity of laws and regulations can lead to risks associated with changes in the law and fines. Compliance with these regulations is a fundamental prerequisite for maintaining business operations. To this end, ARAG has established processes such as the whistleblower protection system and the compliance management system to mitigate these risks.

Furthermore, ARAG has adopted important guidelines such as the Integrity Guideline and the Compliance Guideline, as well as the ARAG Essentials. The established processes and guidelines support regulatory compliance and can have a positive impact on corporate culture.

ARAG maintains an active dialogue with regulatory authorities to represent its interests in the political arena.



Guidelines and corporate values have a positive impact on corporate culture

Commitment to political dialogue

Established processes such as the whistleblower protection system and the compliance management system reduce financial risks

Selected facts and figures on governance topics at ARAG.

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Cases of convictions for breaches of anti-corruption and anti-bribery regulations

ARAG has established guidelines in its Compliance Policy and Related Parties Policy to prevent corruption and bribery. The measures implemented include:

- Tiered approval processes
- Processes for assessing the appropriateness of payments to third parties
- Raising awareness amongst employees in Germany through compulsory compliance training. In 2025, just under 71 per cent of employees required to attend had completed the compliance training. In 2024, the figure was 59 per cent.

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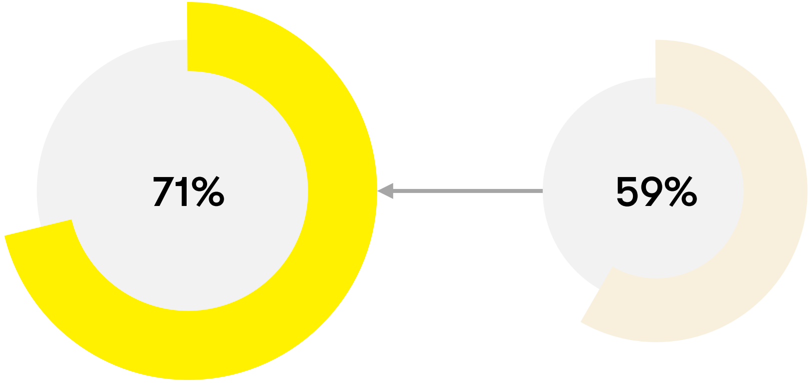
Levels of fines for breaches of anti-corruption and anti-bribery regulations

Proportion of high-risk functions covered by training



2024 2025