

# It's all about people

## Facts & Figures

As of December 2023  
Scope: Munich Re Group, worldwide\*

\* All figures refer to headcounts.  
Number of employees for the Munich Re Group  
in FTE in 2023: 39,898

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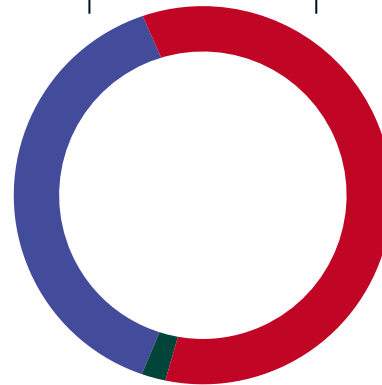
## Our employees

### Number of employees

Total: **42,812**

Share of reinsurance: **36.9 %**

Share of primary insurance: **61.1 %**

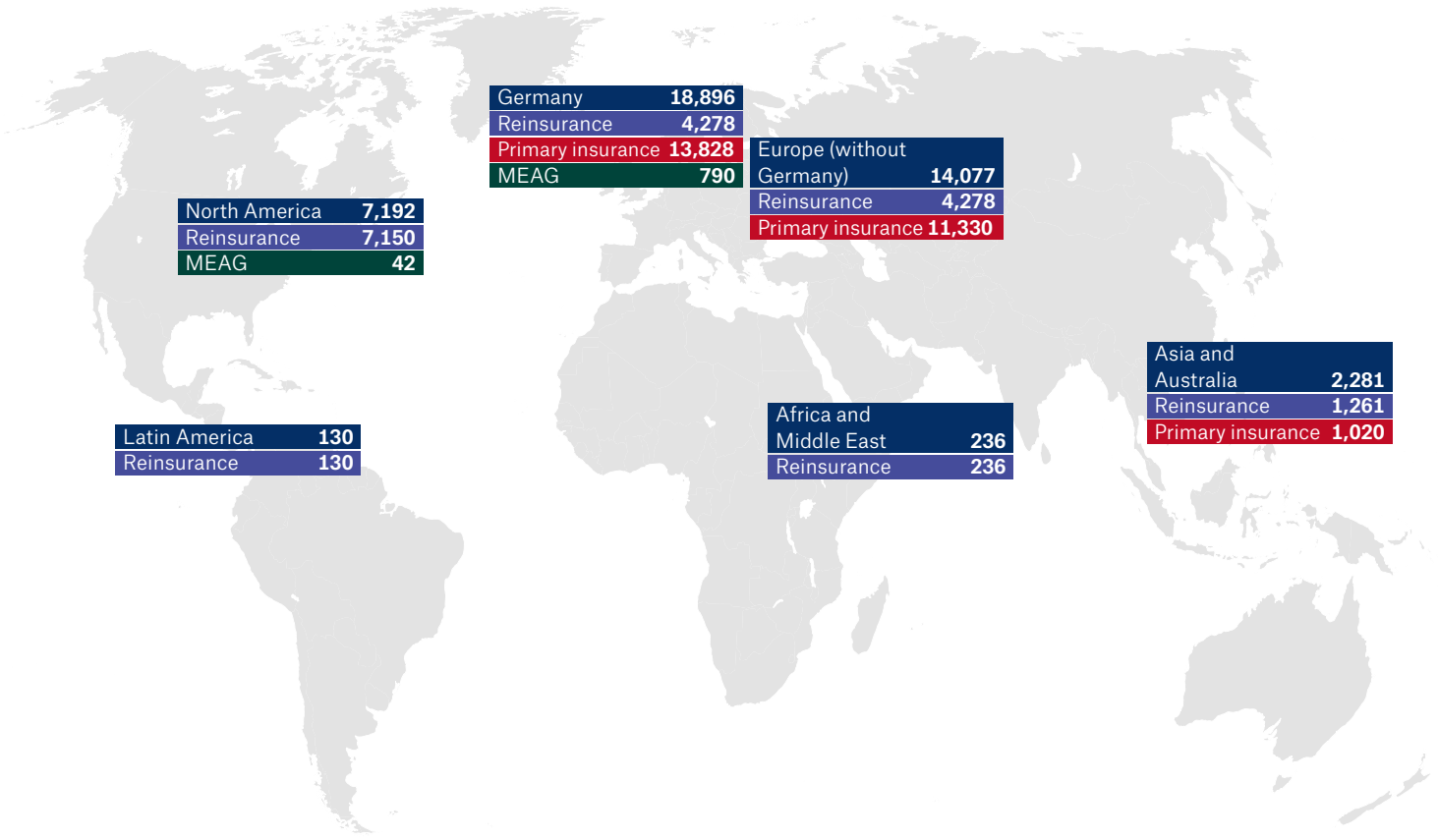


Share of MEAG: **1.9 %**

	Total	Reinsurance	Primary insurance	MEAG
Female	52.8 %	46.5 %	57.0 %	43.0 %
Male	47.2 %	53.5 %	43.0 %	57.0 %

	Total	Reinsurance	Primary insurance	MEAG
Non-managerial employees	85.7 %	88.7 %	88.4 %	88.8 %
Management positions	14.3 %	11.3 %	11.6 %	11.2 %

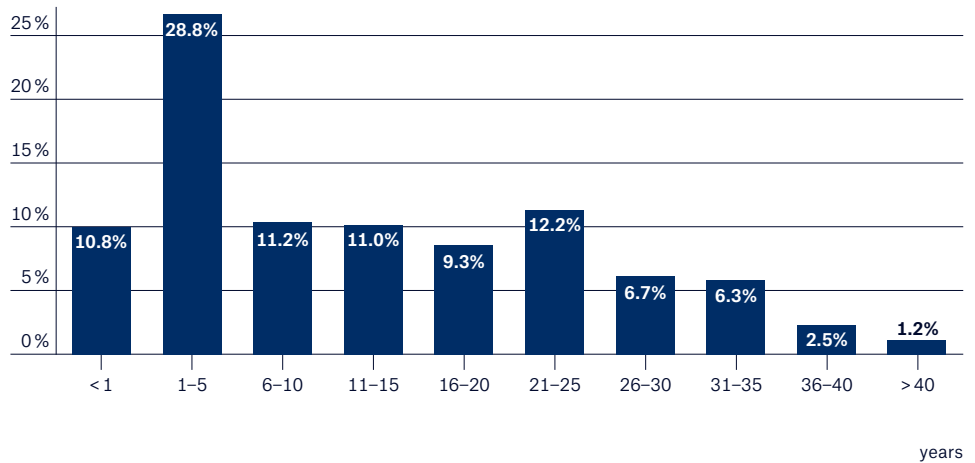
## Distribution by region



## Company service structure

### Average company service

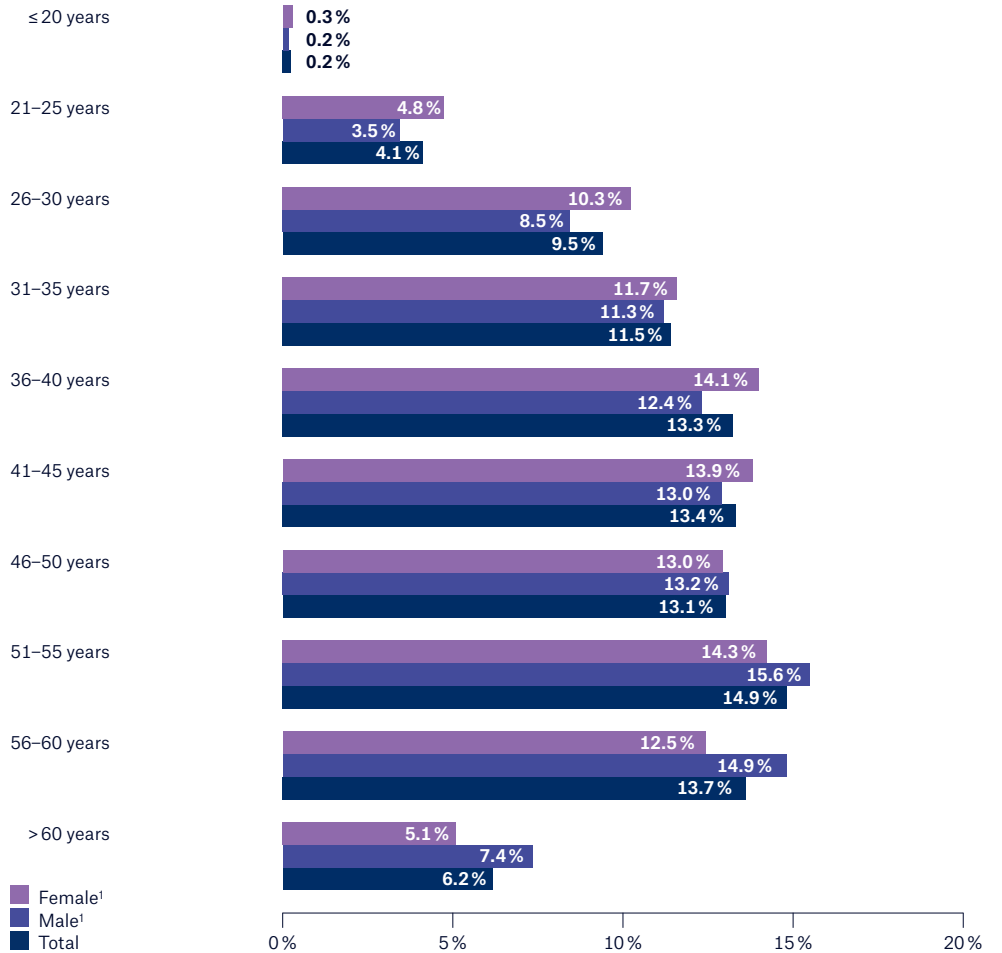
Total: **13.3 years**  
Female: **13.6 years**  
Male: **13.0 years**



## Distribution by age

### Average age

Total: **44.6 years**  
Female: **43.8 years**  
Male: **45.4 years**

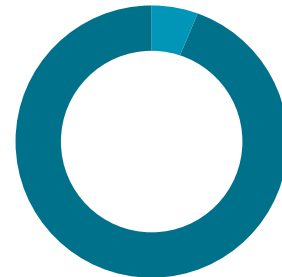


## New hires per year

Total: **4,797**



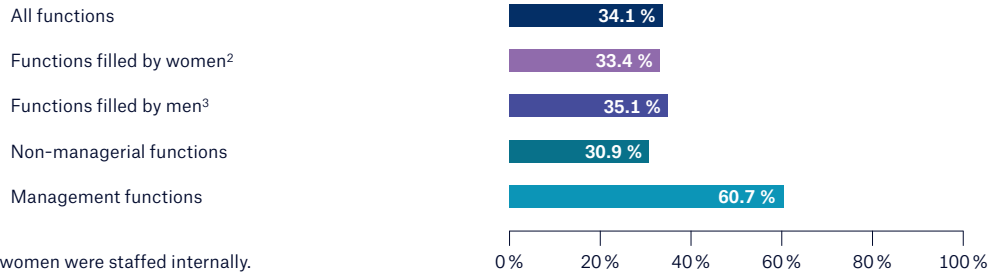
Female **54.0%**  
Male **46.0%**



Non-managerial employees **93.4%**  
Management positions **6.6%**

## Internal staffing rate

Internal staffing rate for ...

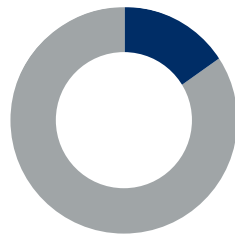


<sup>2</sup> Specifies what proportion of all positions staffed by women were staffed internally.

<sup>3</sup> Specifies what proportion of all positions staffed by men were staffed internally.

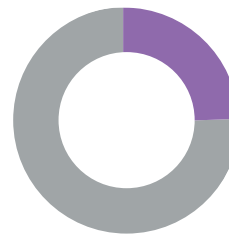
## Full/part time

Total



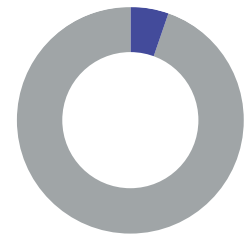
■ Full time **84.7 %**  
■ Part time **15.3 %**

Female



■ Full time **75.5 %**  
■ Part time **24.5 %**

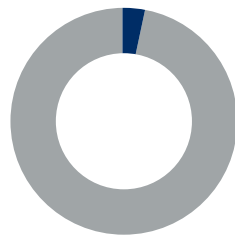
Male



■ Full time **94.7 %**  
■ Part time **5.3 %**

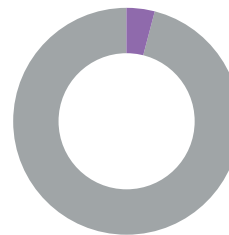
## Number of staff by type of employment contract

Total



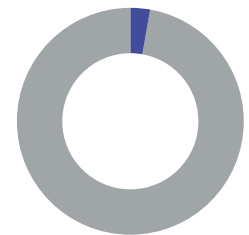
■ Permanent employment **96.4 %**  
■ Temporary employment **3.6 %**

Female



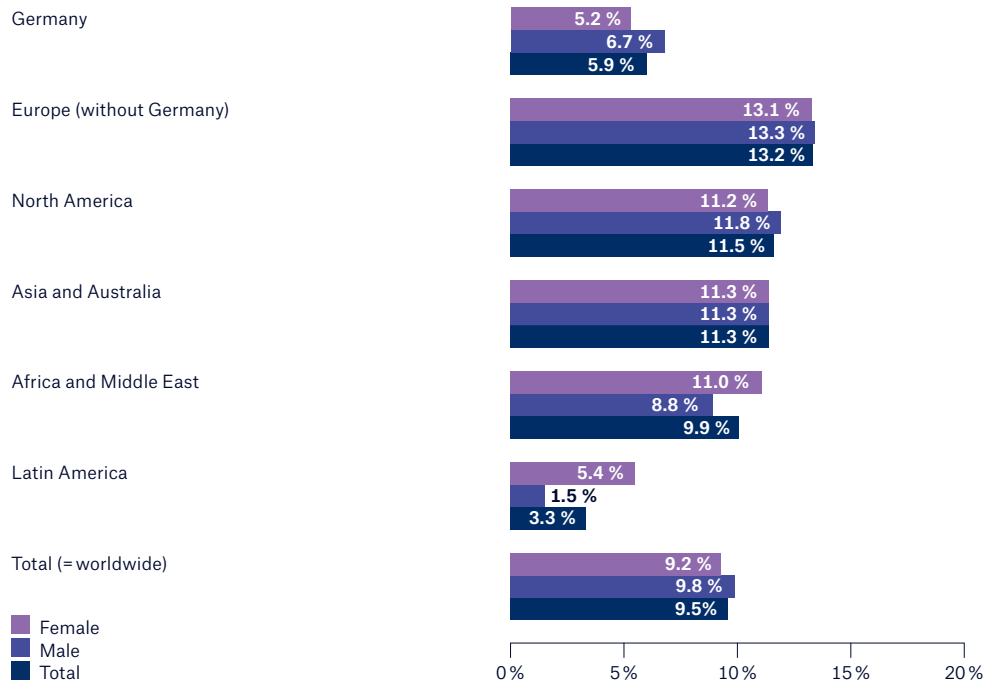
■ Permanent employment **95.8 %**  
■ Temporary employment **4.2 %**

Male

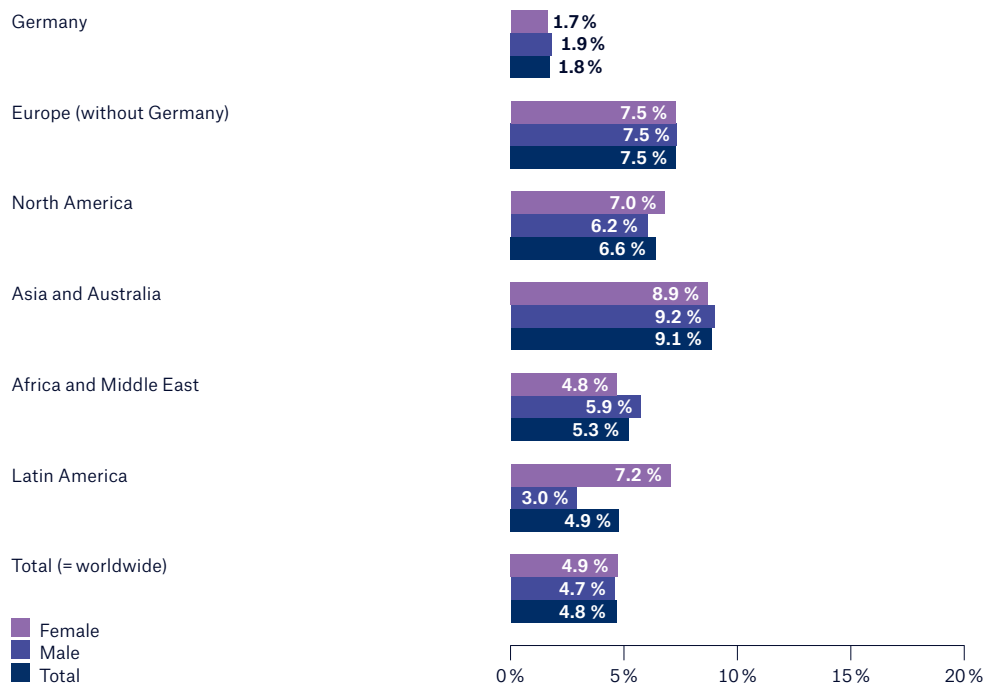


■ Permanent employment **97.1 %**  
■ Temporary employment **2.9 %**

### Total turnover rate by region



### Voluntary turnover rate by region



### Sickness rate



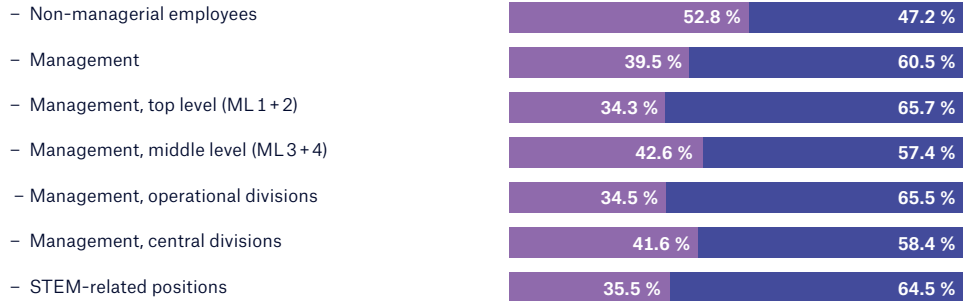
**4.2%**

Sick leave days per employee **10.5**

## Diversity and inclusion

### Gender distribution

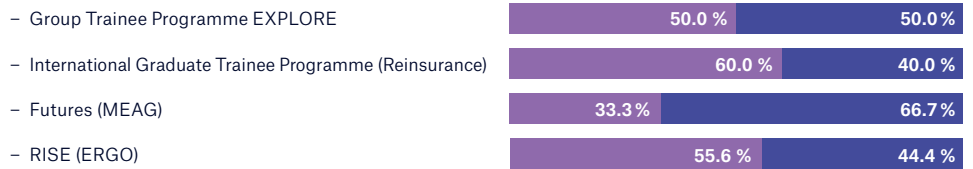
#### Munich Re Group worldwide



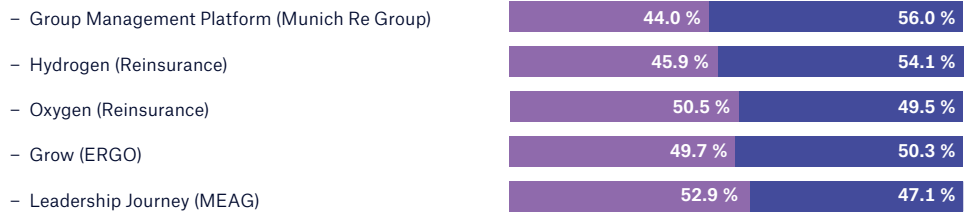
#### Munich Re Group Germany



#### Trainee programmes



#### Development programmes



Female  
Male

0% 20% 40% 60% 80% 100%

### Networks

#### Women

Number of networks  
**15**

Number of members  
**2.920**

Number of events  
**104**

Number of participants at events  
**5.529**

#### LGBTQIA+

Number of networks  
**4**

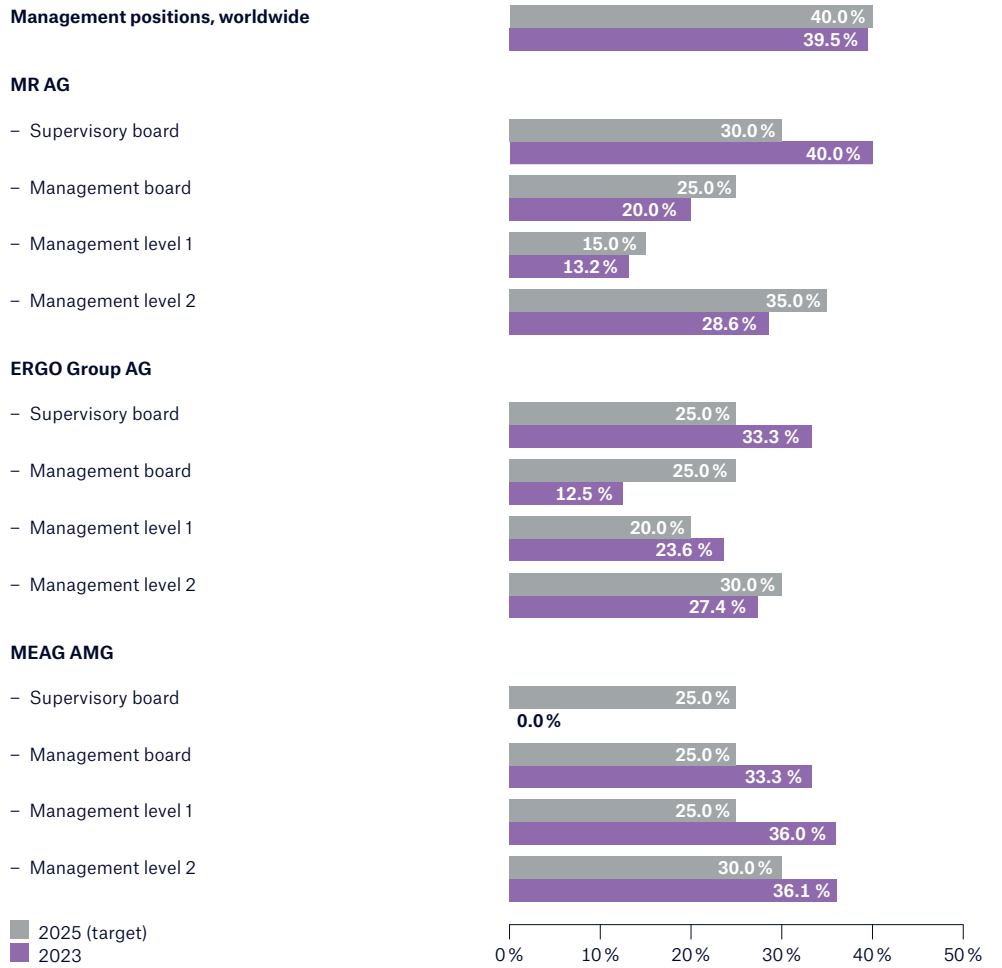
Number of members  
**570**

Number of events  
**17**

Number of participants at events  
**818**



Targets to increase the number of women in management positions



Employees with disabilities



**5.1%**



Internationality

**International employees in German Group units**

	Reinsurance	Primary insurance	MEAG
Total	19.1%	4.0%	16.6%
Management positions	21.8%	2.6%	13.3%

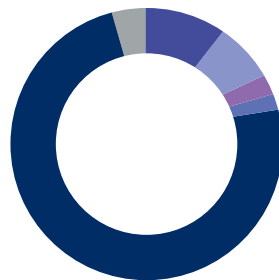
**Number of nationalities in trainee and development programmes**

	Number of nationalities	Participants not working at our headquarters
<b>Development programmes</b>		
- Group Management Platform (Munich Re Group)	19	65.0%
- Hydrogen (Reinsurance)	22	75.7%
- Oxygen (Reinsurance)	35	75.6%
- Leadership Journey (MEAG)	3	0.0%

US employee structure

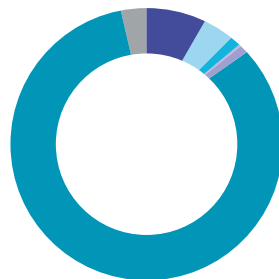
**Distribution by ethnicity/nationality**

Total



Asian origin	10.8%
African American origin	7.4%
Latin American origin	2.5%
Indigenous or Native American	0.2%
Two or more ethnicities	1.7%
White	73.2%
"Other"	4.2%

Management positions



Asian origin	8.4%
African American origin	4.3%
Latin American origin	1.4%
Indigenous or Native American	0.1%
Two or more ethnicities	1.1%
White	81.2%
"Other"	3.5%

**Veterans: 7.9%**

## Learning and development

Employees with regular performance reviews



**92%**

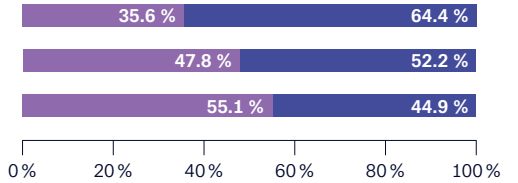
Vocational education

Apprentices in Germany: **715<sup>4</sup>**

Dual students in Germany: **92**

Trainees, global: **98**

■ Female  
■ Male



<sup>4</sup> thereof 147 Agency apprentices

Trainings p. a.

Employees with at least one training

**94.2%**

Employees with at least one digital training

**90.8%**



Training days per employee

**2.5 days or 18.9 hours**

of which for digital training

**1.1 days or 8.6 hours**

Training costs per employee

**€920**

## Remuneration ratios

Remuneration ratios

Ratio target total direct compensation of the Chair of the Board of Management to the target total compensation of the average of all company employees (excluding the Board of Management)

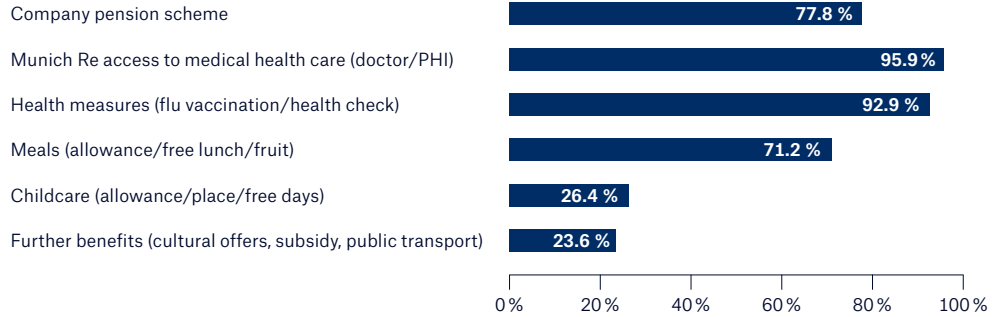
**41 times**

Ratio target total direct compensation of the average of all members of the Board of Management to target total compensation of the average of all company employees (excluding the Board of Management)

**25 times**

## Benefits and flexible working

### Employees with access to specific benefits



Employees with parental leave – headcount **1,643**

Average time of parental leave in 2023 – months **4.2**

### Employees with access to flexible working

