

* All figures refer to headcounts. Number of employees for the Munich Re Group in FTE is 36,728.

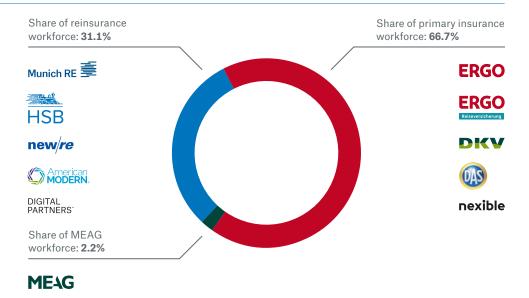


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Our employees

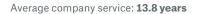
Number of employees: **39,642**

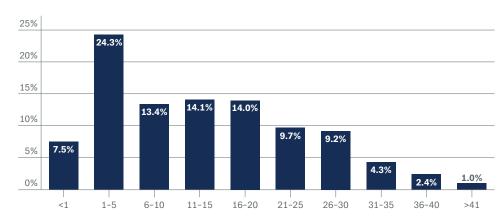


Distribution by region



Company service structure

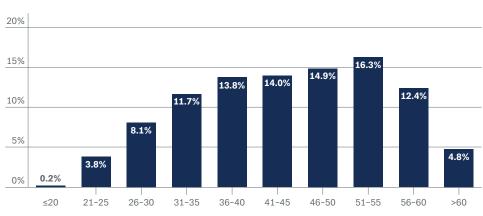




years

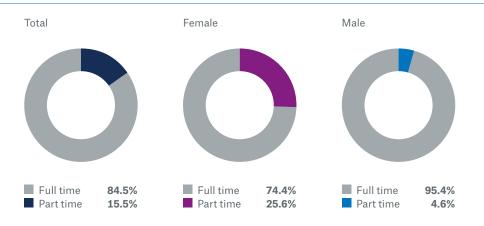
Distribution by age

Average age: 44.6 years

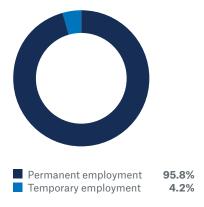


years

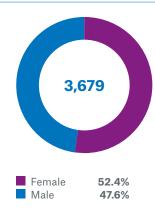
Full/part time



Number of staff by type of employment contract



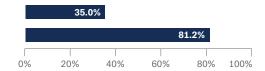
New hires per year



Internal staffing rate

All positions worldwide

Management positions in Germany



Sickness rate 3.8%

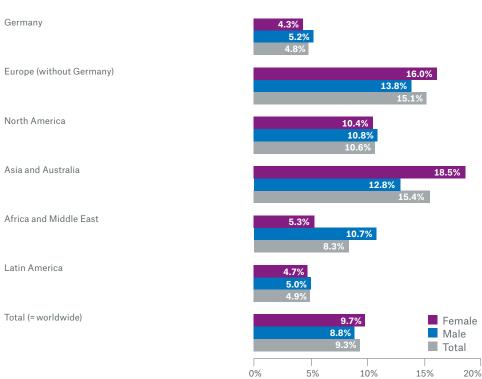


Sickness rate per employee 9.0 days

Total turnover rate by region and gender



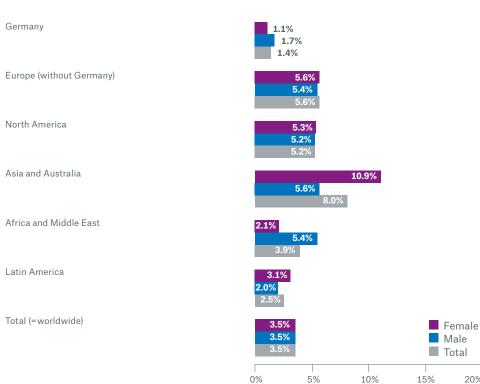
9.3%



Employee turnover rate by region and gender



3.5%



20%

Diversity and inclusion

Gender distribution





- Management
- Management, top level (ML1+2)
- Management, middle level (ML3+4)
- Management, operational divisions
- Management, central divisions

Munich Re Group Germany

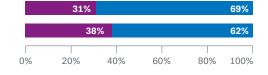
- Workforce
- STEM-related positions
- All management positions

Trainee programmes

- Group Trainee Programme EXPLORE
- International Graduate Trainee Programme (Reinsurance)

Development programmes

- Group Management Platform (Munich Re Group)
- Hydrogen (Reinsurance)



52.9%

35.1%

30.0%

28.6%

37.7%

47.1%

64.9%

70.0%

61.3%

71.4%

62.3%

48.9%

65.8%



Targets to increase the number of women in management positions

Management positions, worldwide

MR AG

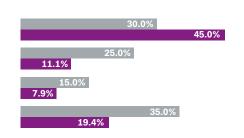
- Supervisory board
- Management board
- Management level 1
- Management level 2

ERGO Group AG

- Supervisory board
- Management board
- Management level 1
- Management level 2









Internationality

Development programmes

Group Management Platform (Munich Re Group)





Hydrogen (Reinsurance)



Participants from GermanyParticipants from the international organisation

18% 82%

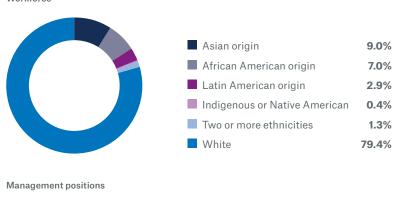
International employees in German Group units

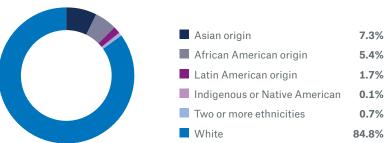
	Reinsurance	Primary Insurance
Workforce	11.4%	2.6%
Management positions	8.7%	2.2%

US Employee structure

Distribution by Ethnicity/Nationality

Workforce





Veterans 7.1%

Employees with disabilities



4.6%

Networks

Women

Number of networks

Number of members

Number of events

Number of participants at events

13

1,666

36

1,063

LGBTIQ+

Number of networks

Number of members

Number of events

Number of

participants at events

7

341

21

434











Learning and development

Employees with regular performance reviews

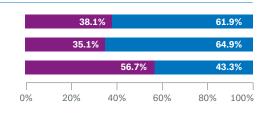


100%

Vocational education

Apprentices in Germany **814**Dual students in Germany **154**Trainees, global **208**

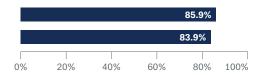




Trainings p.a.

Employees with at least one training

Employees with at least one digital training



Training days per employee **3.2 days or 24.8 hours**, **2.6 days or 19.8 hours** of which for digital training.

Training costs per employee 615€

Munich Re It's all about people Facts & Figures

Remuneration ratios

Remuneration ratios

Ratio target total direct compensation of the Board of Management Chairman to the target total direct compensation of the average of all company employees (excluding the Board of Management). **39 times**

Ratio target total direct compensation of the average of all members of the Board of Management to target total direct compensation of the average of all company employees (excluding the Board of Management). **24 times**

Benefits and flexible working

Employees with access to specific benefits

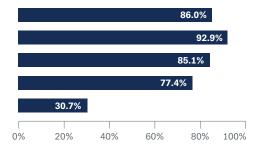
Company pension scheme

Munich Re access to medical health care (doctor/PHI)

Health measures (flu vaccination/health check)

Meals (allowance/free lunch/fruit)

Childcare (allowance/place/free days)

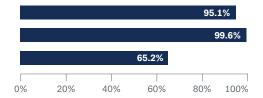


Employees with access to flexible working

Flexible working hours

Mobile Working

Sabbatical/time off/additional days off



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