



# It's all about people Facts & Figures

As of December 2020  
Scope: Munich Re Group, worldwide\*

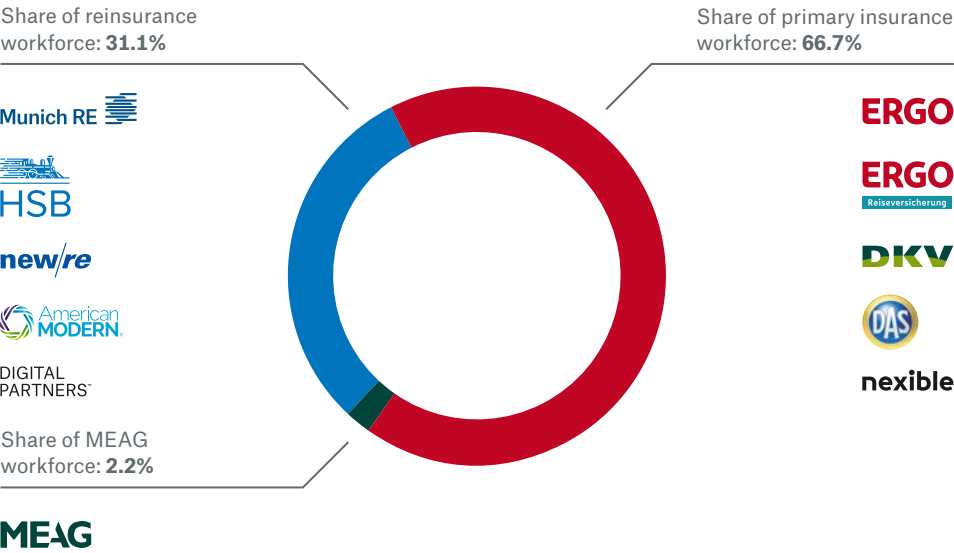
\* All figures refer to headcounts.  
Number of employees for the Munich Re Group in FTE is 36,728.

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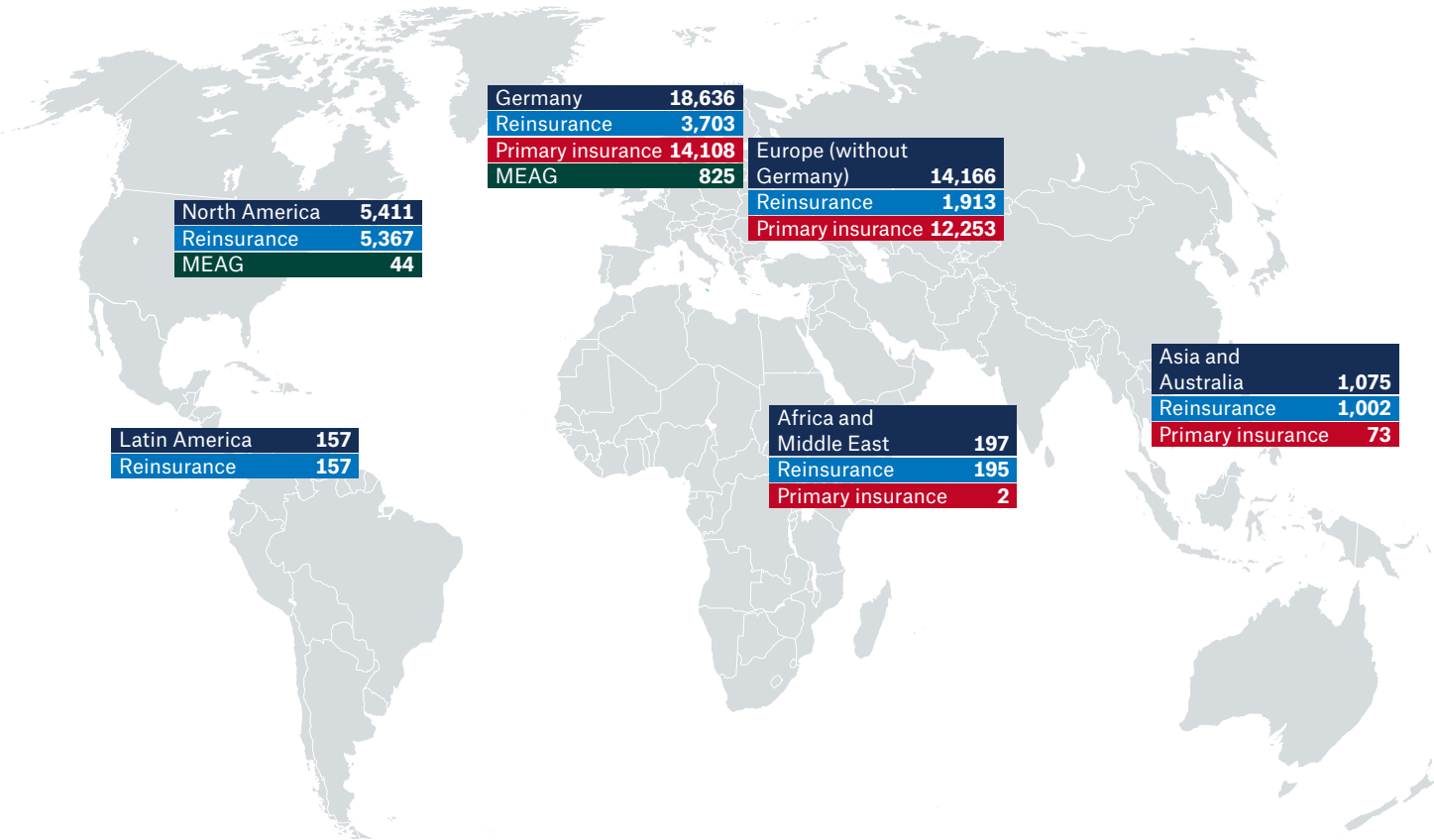
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Our employees

Number of employees:  
**39,642**

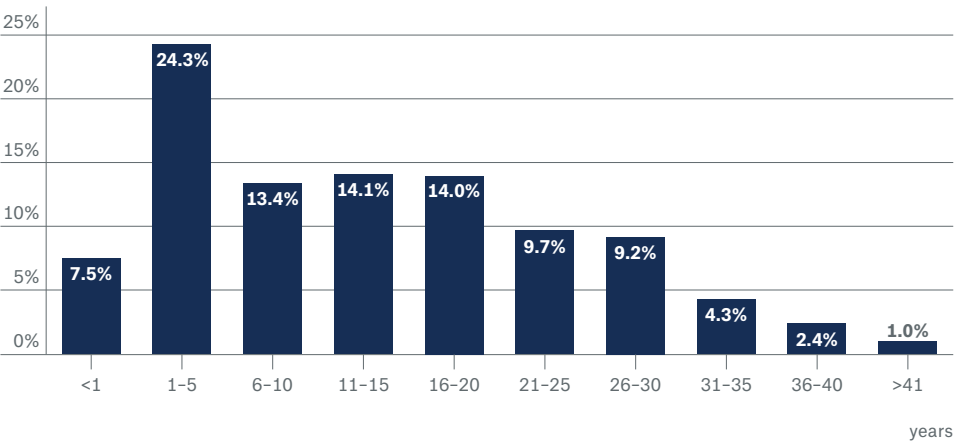


Distribution by region



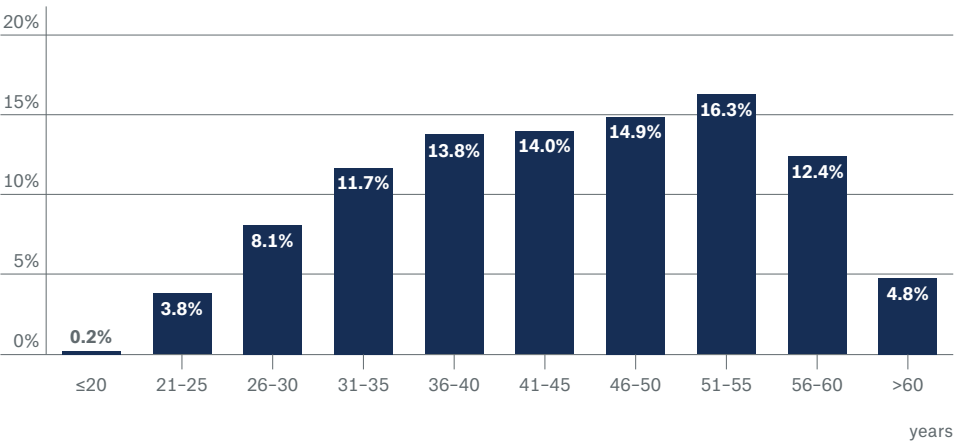
Company service structure

Average company service: **13.8 years**

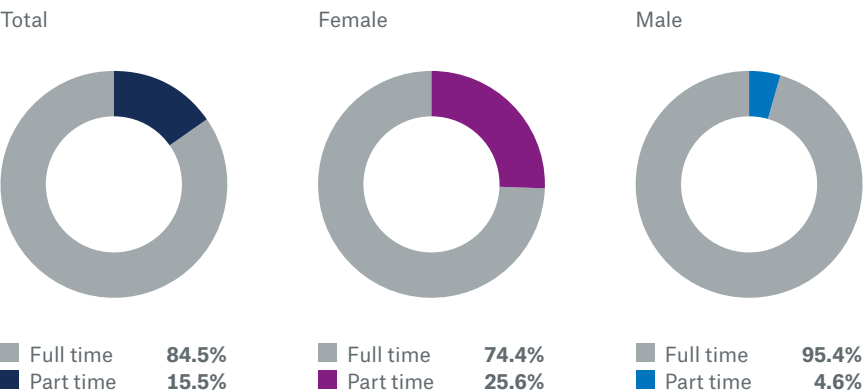


Distribution by age

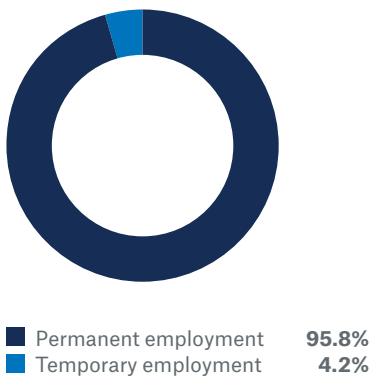
Average age: **44.6 years**



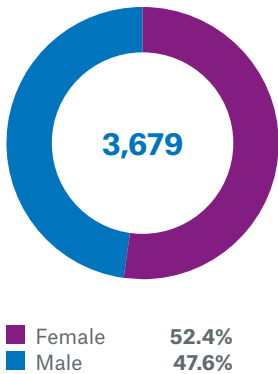
Full/part time



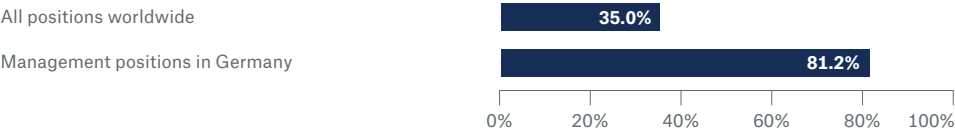
Number of staff by type  
of employment contract



New hires per year



Internal staffing rate



Sickness rate **3.8%**

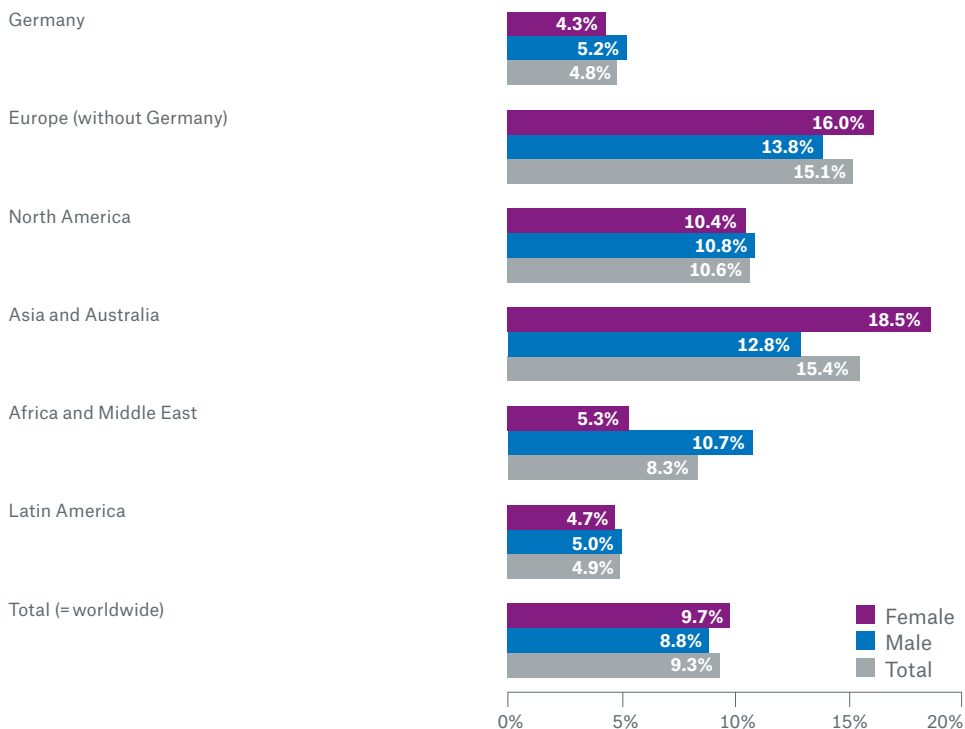


Sickness rate per employee **9.0 days**

## Total turnover rate by region and gender



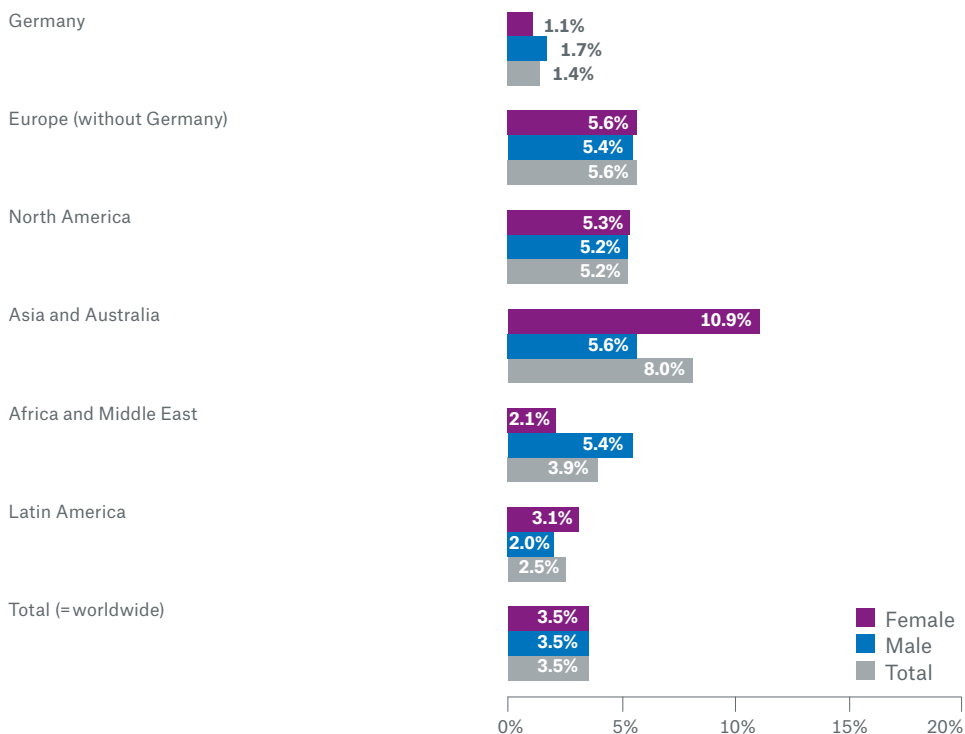
9.3%



## Employee turnover rate by region and gender

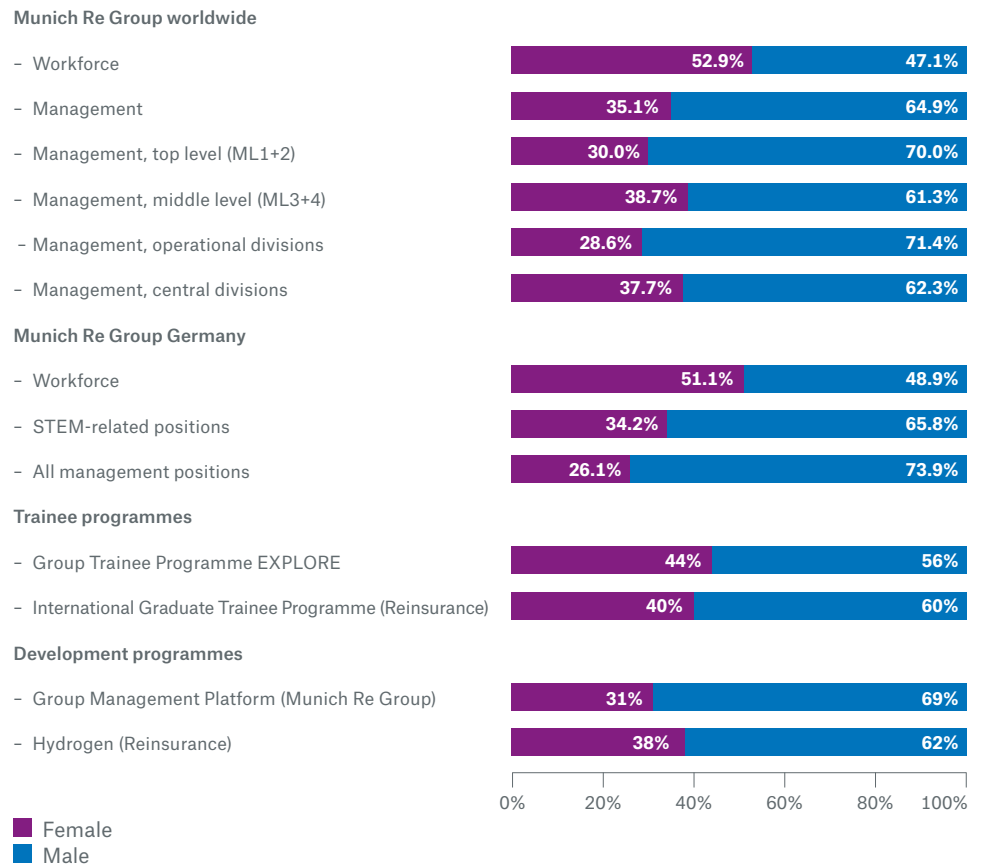


3.5%

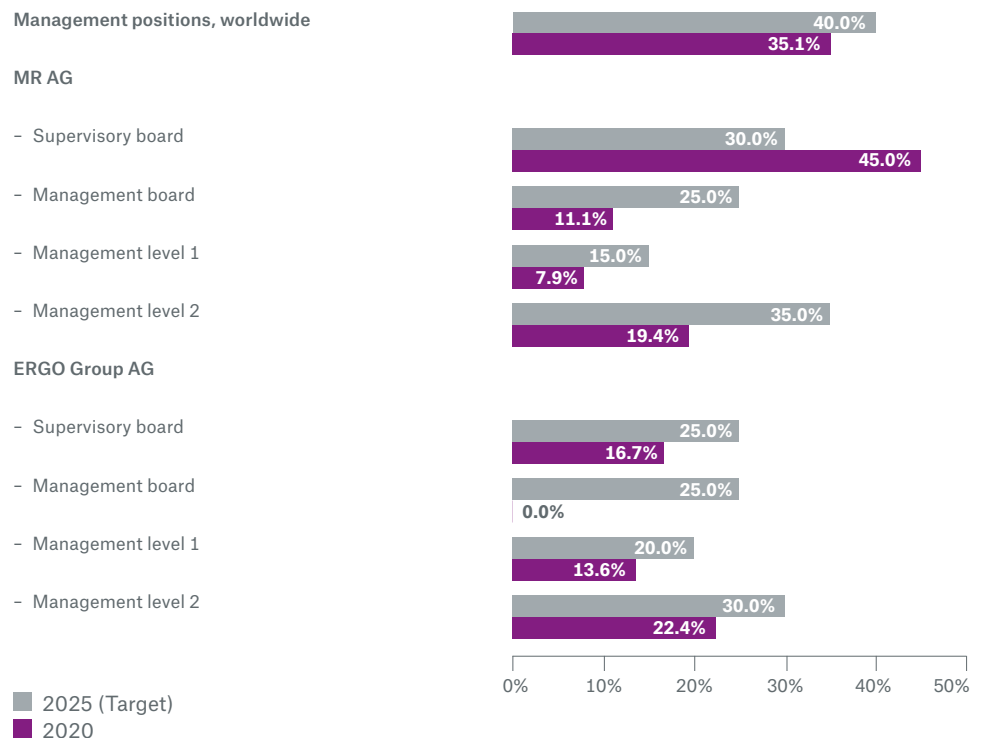


## Diversity and inclusion

### Gender distribution



### Targets to increase the number of women in management positions



Internationality

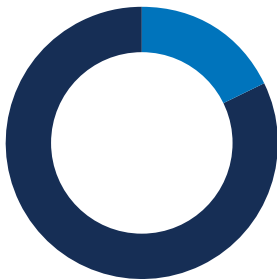
Development programmes

Group Management Platform (Munich Re Group)



■ Participants from Germany **58%**  
■ Participants from the international organisation **42%**

Hydrogen (Reinsurance)



■ Participants from Germany **18%**  
■ Participants from the international organisation **82%**

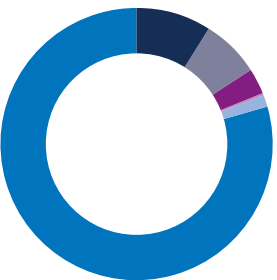
International employees in German Group units

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

US Employee structure

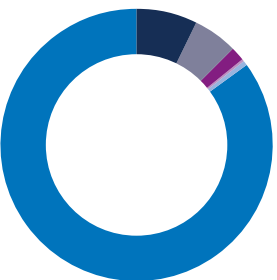
Distribution by Ethnicity/Nationality

Workforce



■ Asian origin **9.0%**  
■ African American origin **7.0%**  
■ Latin American origin **2.9%**  
■ Indigenous or Native American **0.4%**  
■ Two or more ethnicities **1.3%**  
■ White **79.4%**

Management positions



■ Asian origin **7.3%**  
■ African American origin **5.4%**  
■ Latin American origin **1.7%**  
■ Indigenous or Native American **0.1%**  
■ Two or more ethnicities **0.7%**  
■ White **84.8%**

Veterans **7.1%**



Employees with disabilities



Networks

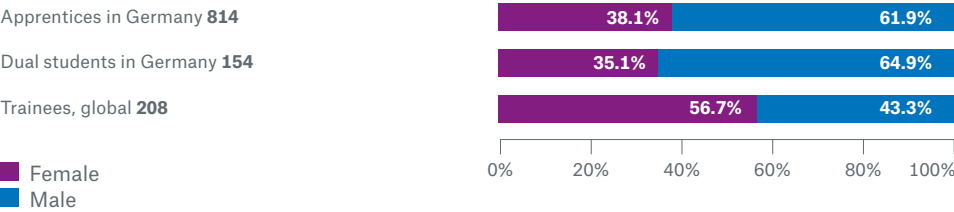


Learning and development

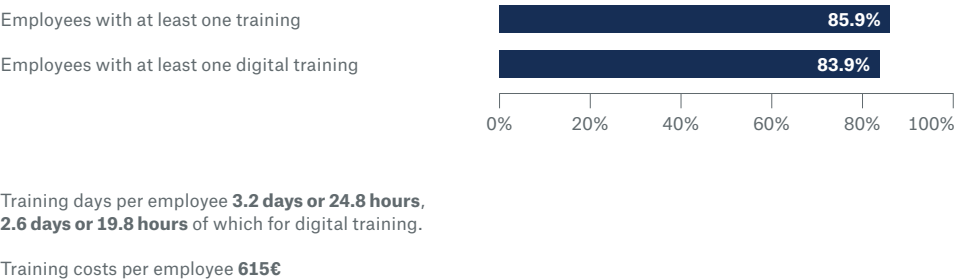
Employees with regular performance reviews



Vocational education



Trainings p.a.



## Remuneration ratios

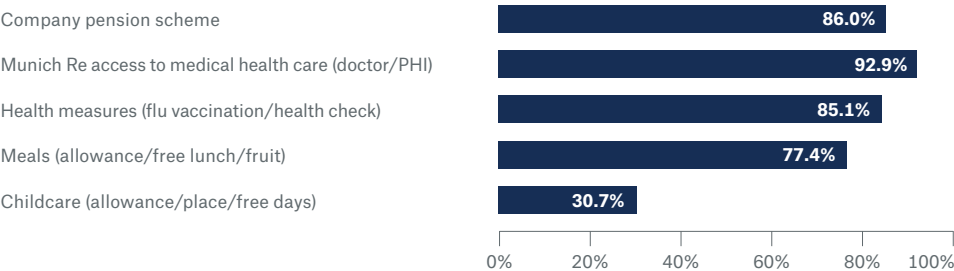
### Remuneration ratios

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



### Employees with access to flexible working

