

# It's all about people Facts & Figures

As of December 2021  
Scope: Munich Re Group, worldwide\*

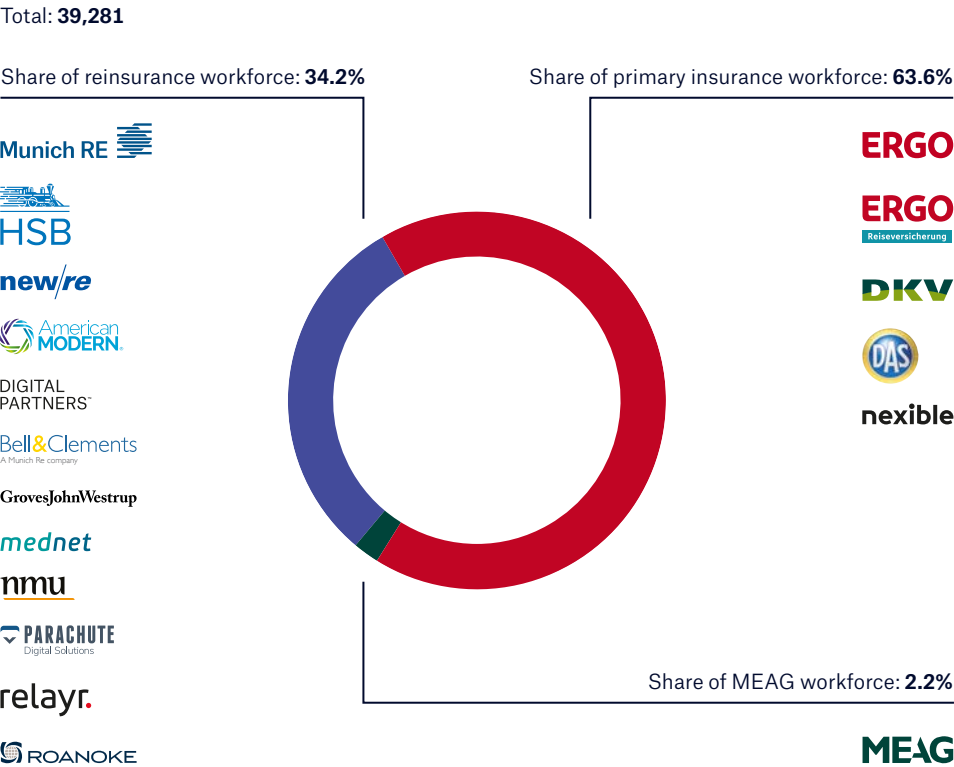
\* All figures refer to headcounts.  
Number of employees for the Munich Re Group  
in FTE in 2022 is: 36,482

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Our employees

Number of employees

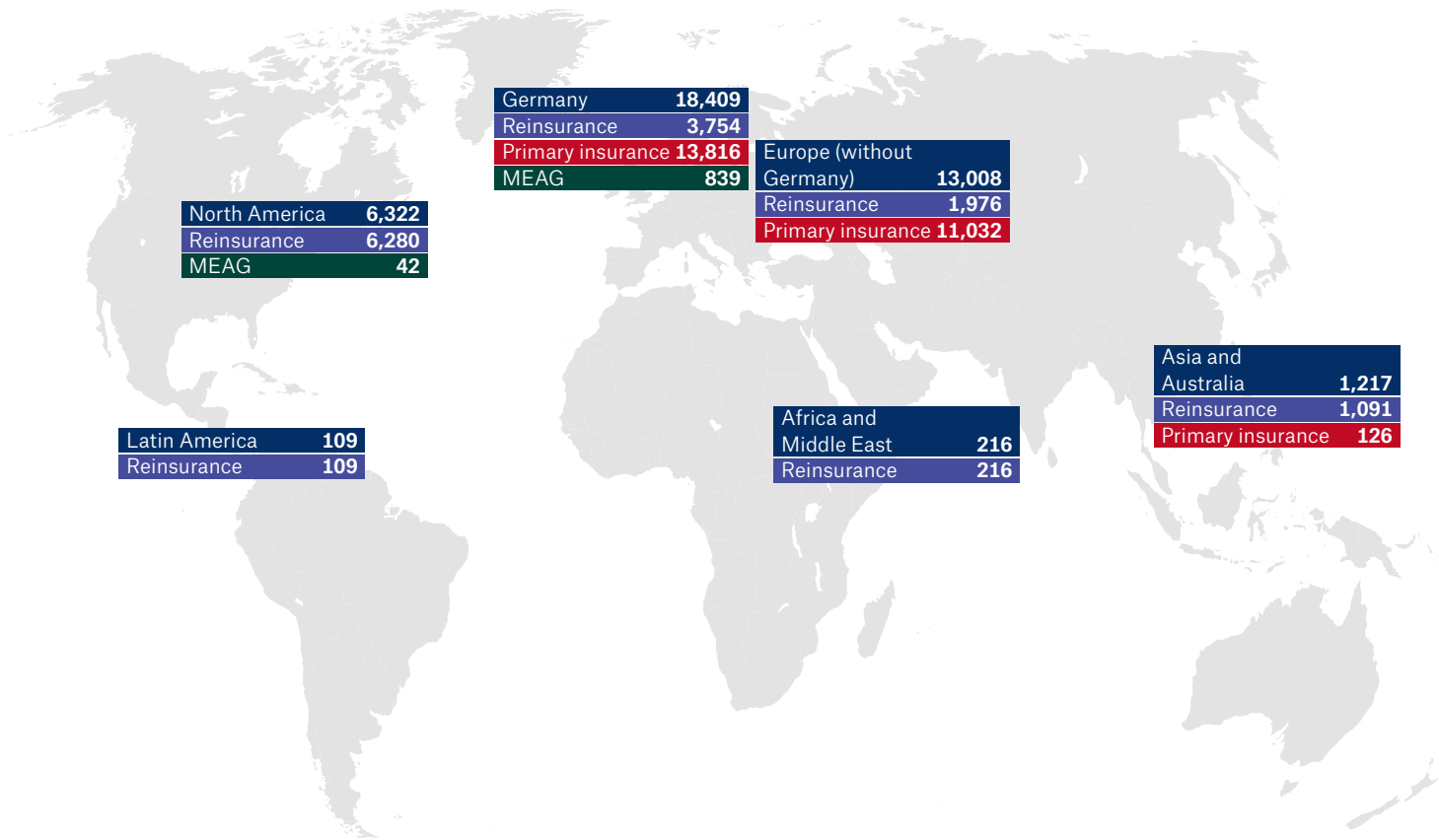


	Total	Reinsurance	Primary insurance	MEAG
Female	20,663	45.7%	56.7%	41.3%
Male	18,618	54.3%	43.3%	58.7%

	Total	Reinsurance	Primary insurance	MEAG
Workforce	33,823	80.9%	88.8%	89.3%
Management positions	5,458	19.1%	11.2%	10.7%

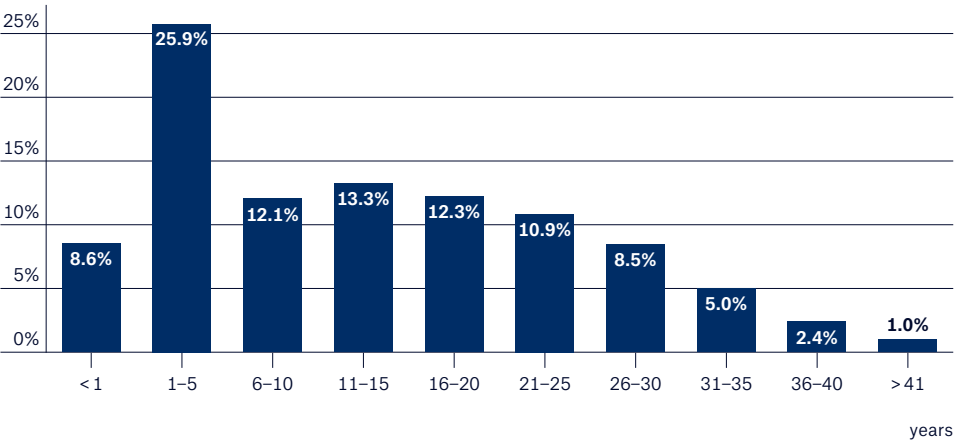
Distribution by region



Company service structure

Average company service

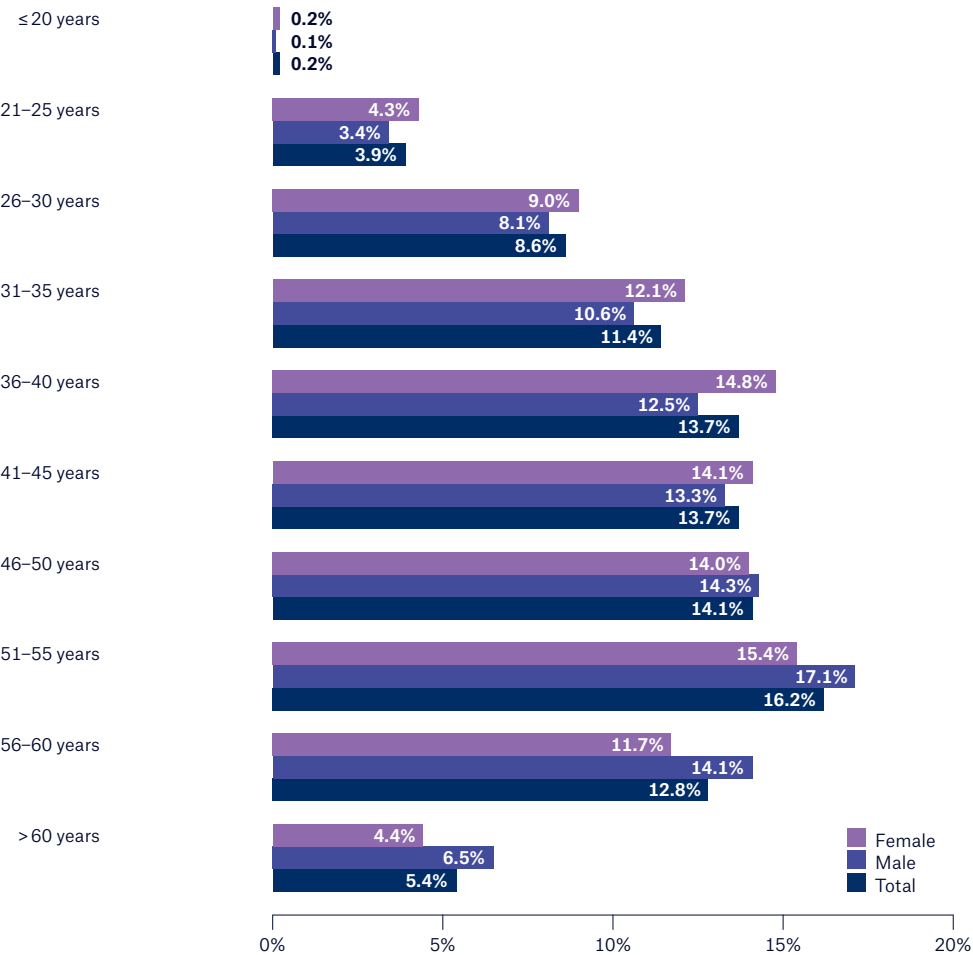
Total: 13.9 years  
Female: 14.1 years  
Male: 13.6 years



Distribution by age

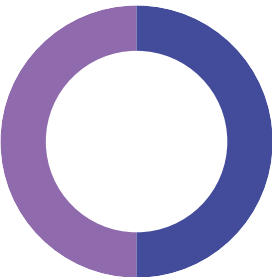
Average age

Total: **44.8 years**  
Female: **44.0 years**  
Male: **45.6 years**

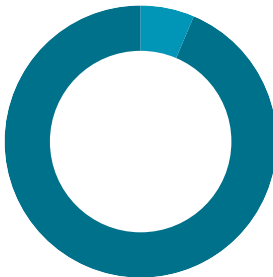


New hires per year

Total: **3,084**



Female **49.9%**  
Male **50.1%**



Workforce **93.6%**  
Management positions **6.4%**

## Internal staffing rate

Internal staffing rate for ...

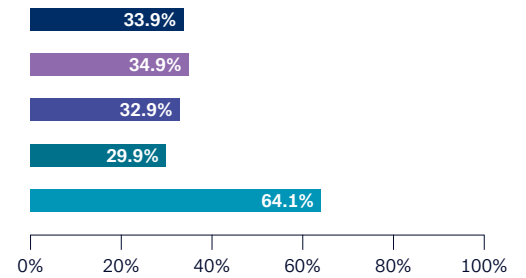
All functions

Functions filled by women

Functions filled by men

Workforce functions

Management functions

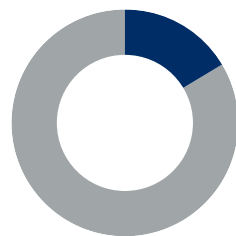


## Full/part time

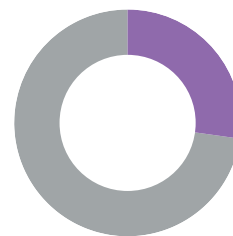
Total

Female

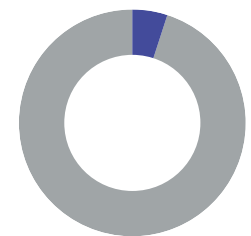
Male



Full time 83.4%  
Part time 16.6%



Full time 72.7%  
Part time 27.3%



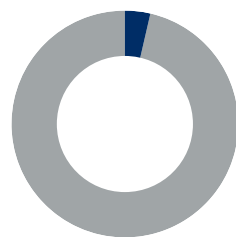
Full time 94.7%  
Part time 5.3%

## Number of staff by type of employment contract

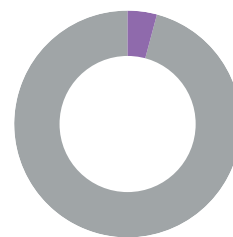
Total

Female

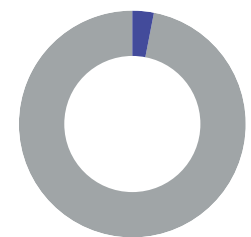
Male



Permanent employment 96.2%  
Temporary employment 3.8%

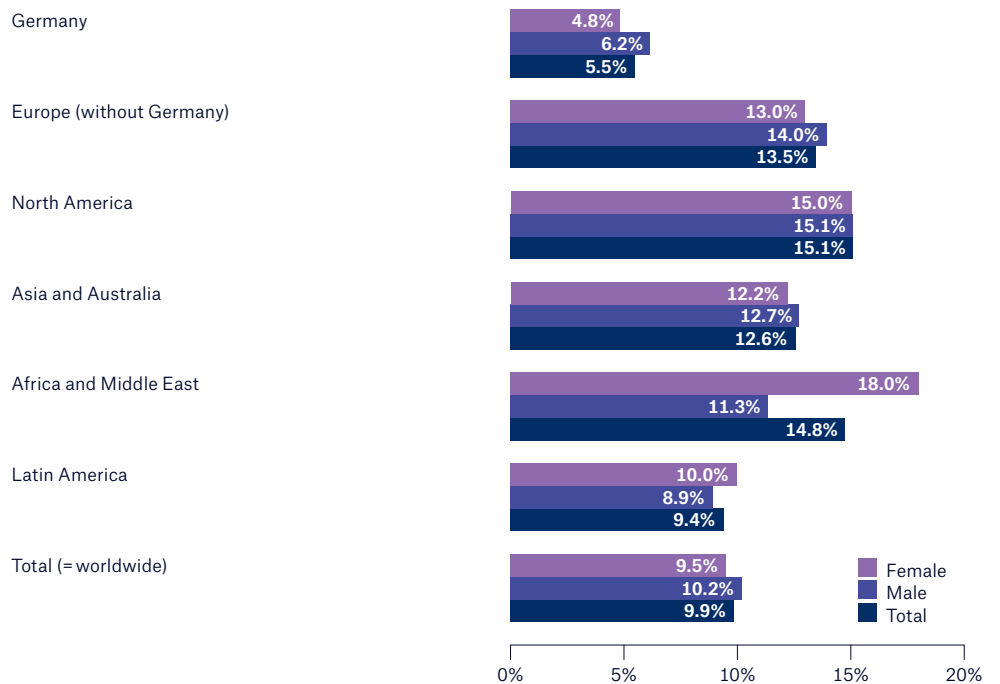


Permanent employment 95.8%  
Temporary employment 4.2%

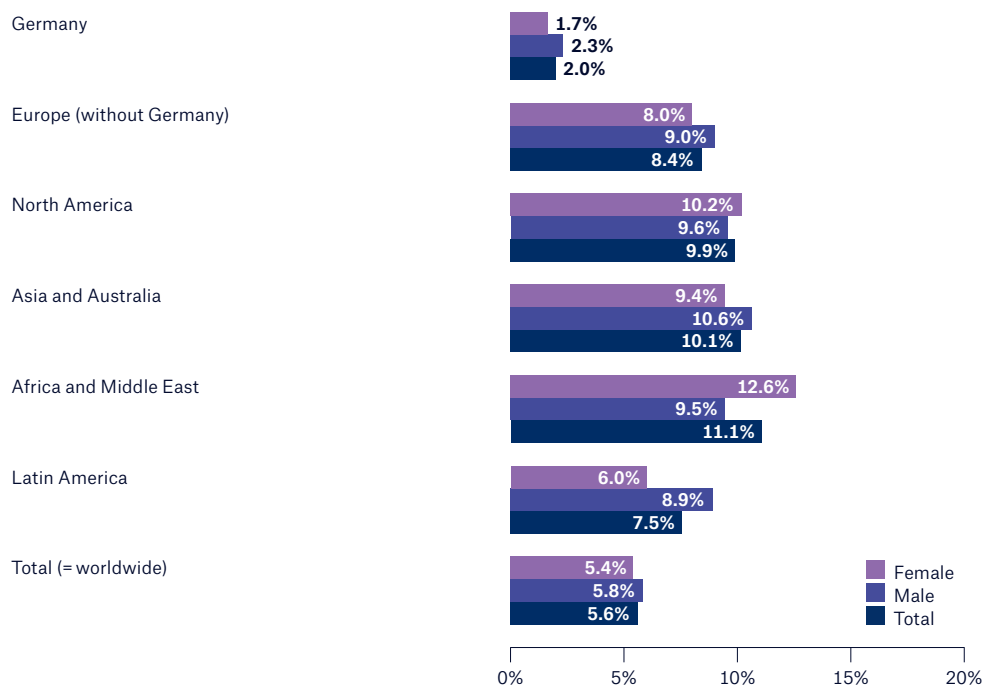


Permanent employment 96.7%  
Temporary employment 3.3%

## Total turnover rate by region



## Employee turnover rate by region



## Sickness rate



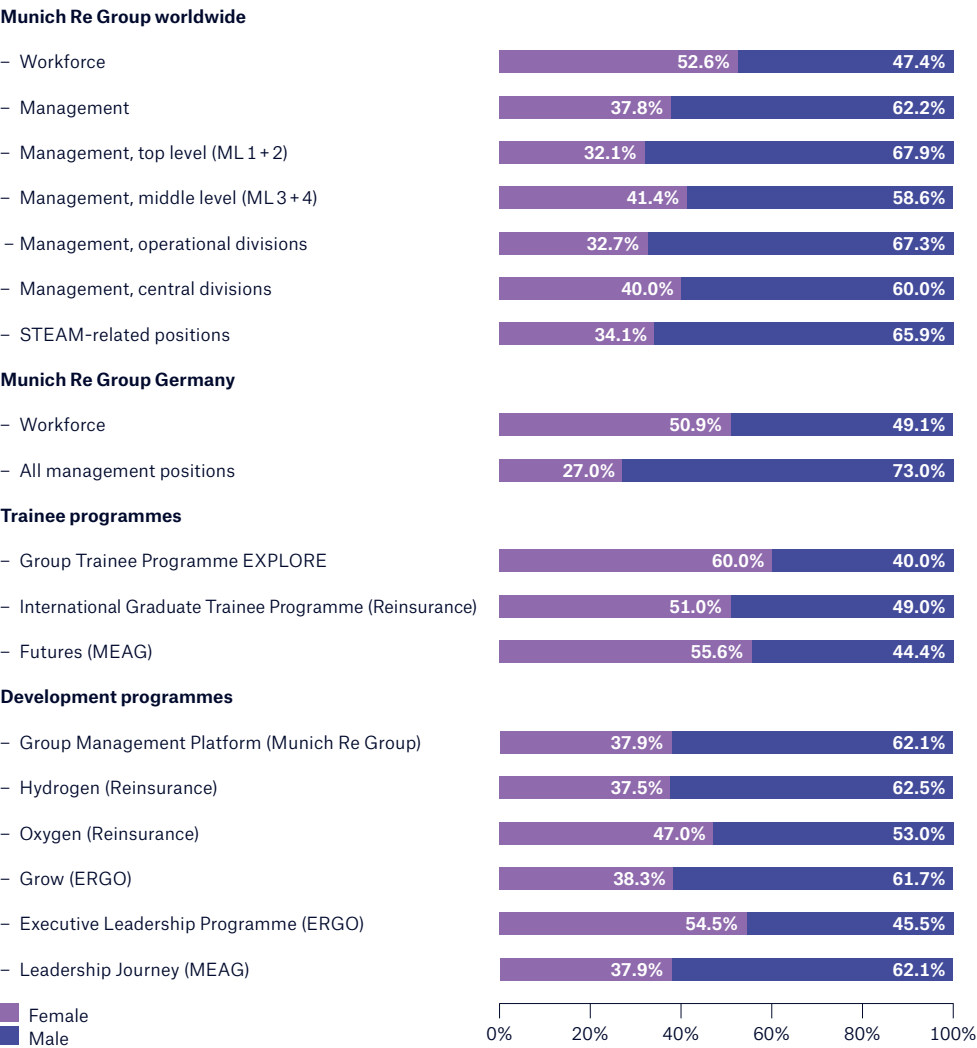
**3.7%**

Sickness rate per employee

**9.4 days**

## Diversity and inclusion

### Gender distribution



### Networks



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

### Management positions, worldwide

#### MR AG

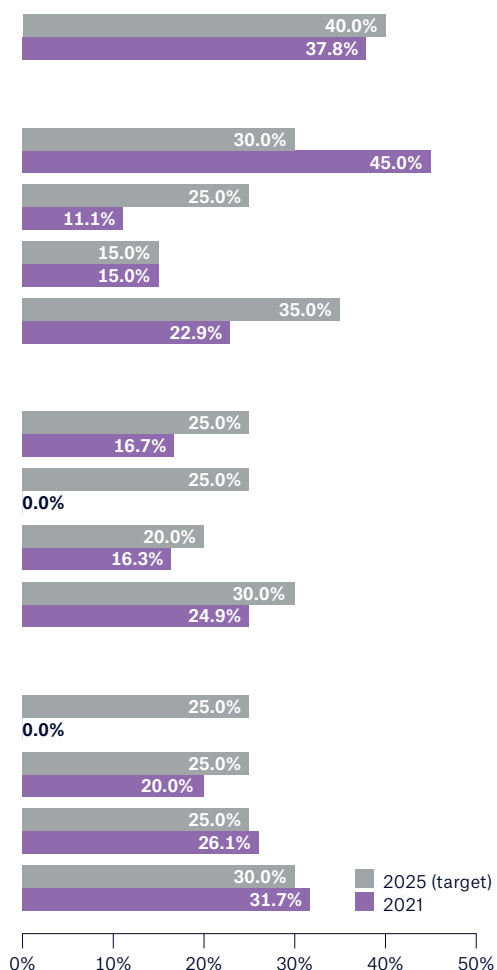
- Supervisory board
- Management board
- Management level 1
- Management level 2

#### ERGO Group AG

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

#### MEAG AMG

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



Employees with disabilities



4.8%



## Internationality

### International employees in German Group units

	Reinsurance	Primary insurance	MEAG
Total	13.6%	2.6%	11.8%
Management positions	11.0%	1.7%	5.8%

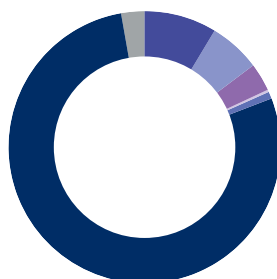
### Number of nationalities in trainee and development programmes

	Number of nationalities	Participants not working at our headquarters
<b>Trainee programmes</b>		
– Group Trainee Programme EXPLORE	5	
– Futures (MEAG)	2	
<b>Development programmes</b>		
– Group Management Platform (Munich Re Group)	23	45.5%
– Hydrogen (Reinsurance)	17	72.5%
– Oxygen (Reinsurance)	17	82.6%
– Executive Leadership Programme (ERGO)	5	36.4%
– Leadership Journey (MEAG)	5	0.0%

## US employee structure

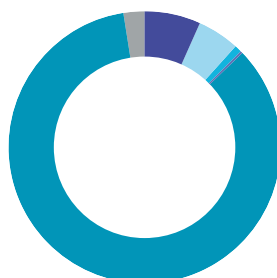
### Distribution by ethnicity/nationality

Total



Asian origin	8.7%
African American origin	6.1%
Latin American origin	3.4%
Indigenous or Native American	0.3%
Two or more ethnicities	0.7%
White	78.1%
"Other"	2.7%

Management positions



Asian origin	6.9%
African American origin	4.8%
Latin American origin	1.0%
Indigenous or Native American	0.0%
Two or more ethnicities	0.2%
White	84.8%
"Other"	2.3%

**Veterans: 7.8%**

Learning and development

Employees with regular performance reviews



72%

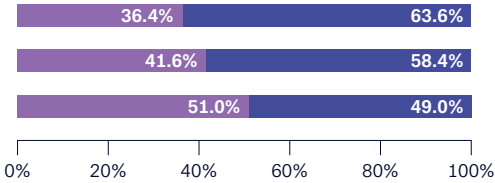
Vocational education

Apprentices in Germany: 868

Dual students in Germany: 101

Trainees, global: 96

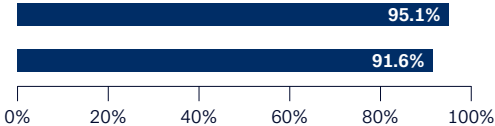
Female  
Male



Trainings p.a.

Employees with at least one training

Employees with at least one digital training



Training days per employee

of which for digital training

Training costs per employee

2.4 days or 18.5 hours  
1.1 days or 8.6 hours  
€757

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)

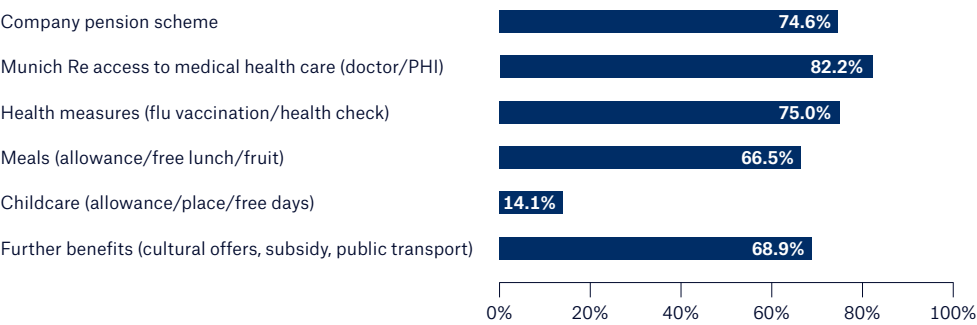
39 times

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)

24 times

## Benefits and flexible working

### Employees with access to specific benefits



Employees with parental leave (headcount) **1,348**  
Average time of parental leave in 2021 **5.0 months**

### Employees with access to flexible working

