

It's all about people Facts & Figures

As of December 2022
Scope: Munich Re Group, worldwide*

* All figures refer to headcounts.
Number of employees for the Munich Re Group
in FTE in 2022: 38,352

Contents

Our employees	2
Diversity and inclusion	7
Learning and development	10
Remuneration ratios	10
Benefits and flexible working	11

Our employees

Number of employees

Total: **41,389**

Share of reinsurance: **36.0%**

Share of primary insurance: **62.0%**

Munich RE

HSB

new/re

American
MODERN

DIGITAL
PARTNERS

Bell&Clements
A Munich Re company

GrovesJohnWestrup

mednet

nmu

PARACHUTE
Digital Solutions

relayr.

ROANOKE

ERGO

ERGO
Reiseversicherung

DKV

DAS

nexible

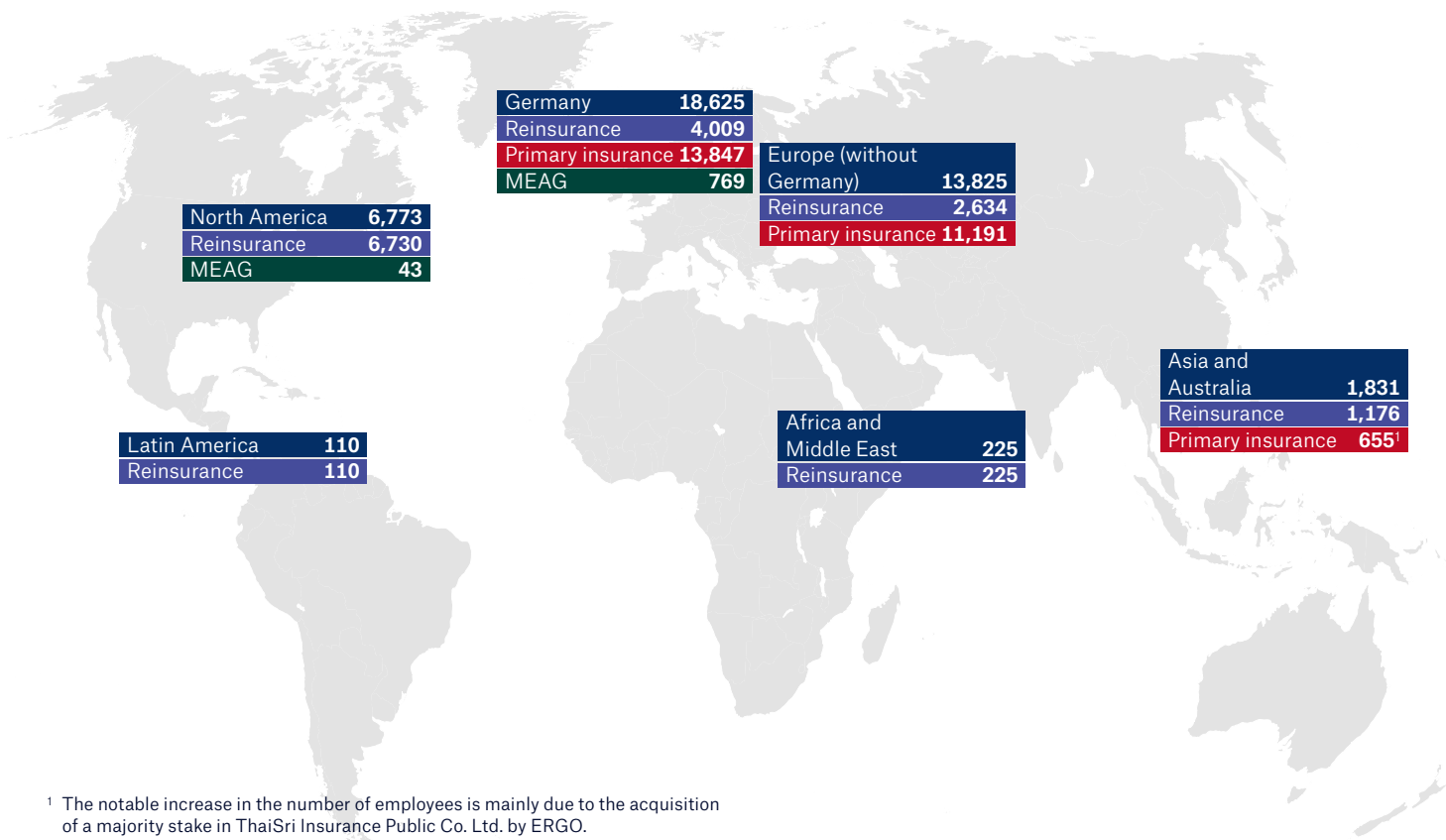
MEAG

Share of MEAG: **2.0%**

	Total	Reinsurance	Primary insurance	MEAG
Female	52.5%	45.9%	56.6%	43.5%
Male	47.5%	54.1%	43.4%	56.5%

	Total	Reinsurance	Primary insurance	MEAG
Non-managerial employees	85.3%	79.7%	88.4%	89.2%
Management positions	14.7%	20.3%	11.6%	10.8%

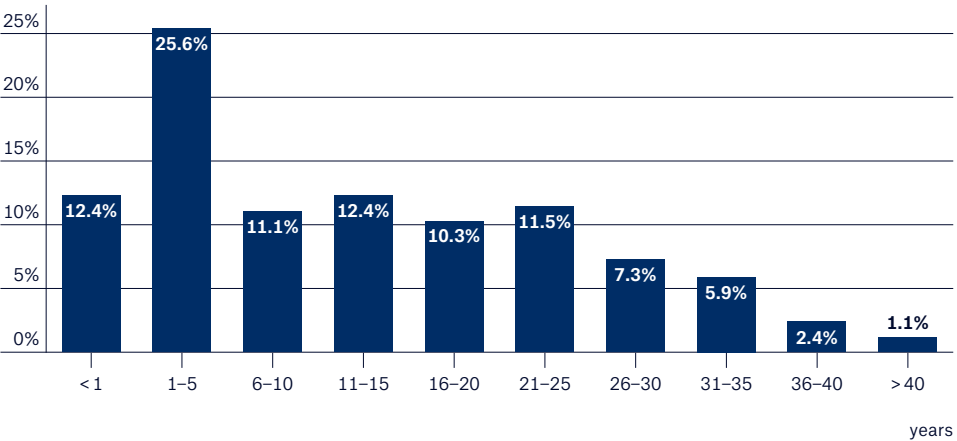
Distribution by region



Company service structure

Average company service

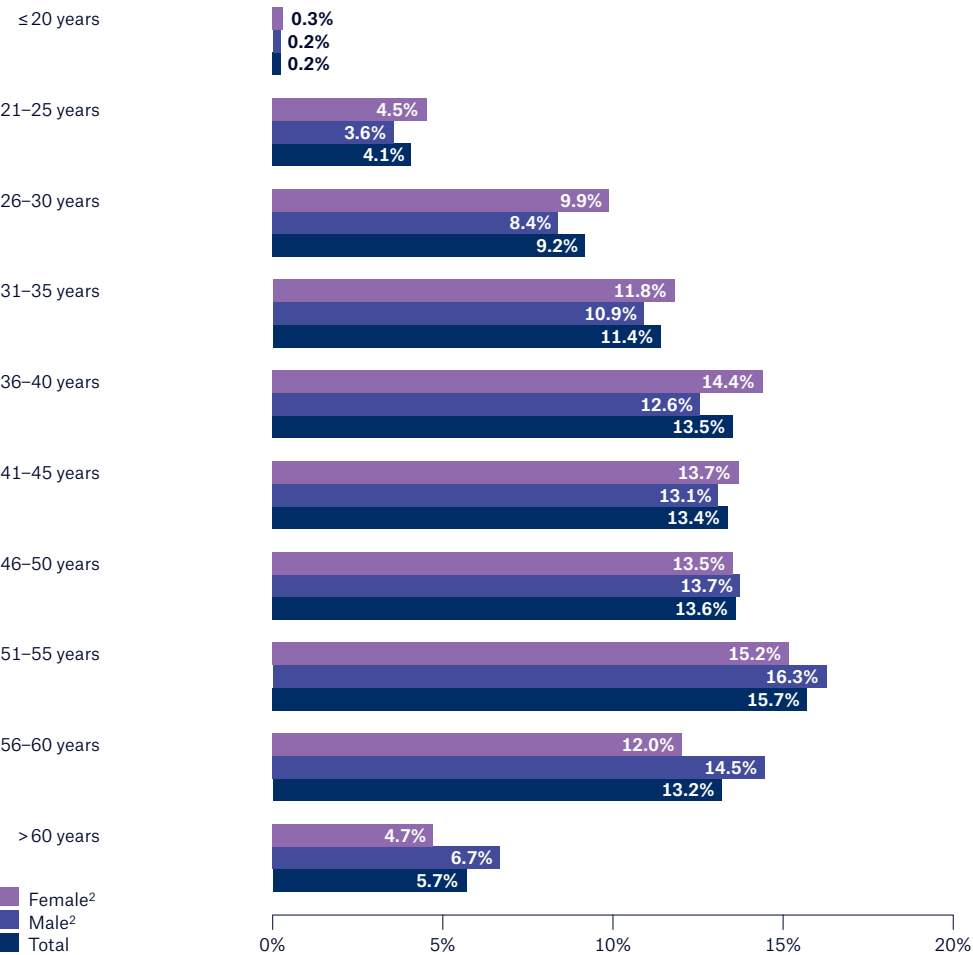
Total: 13.5 years
Female: 13.9 years
Male: 13.1 years



Distribution by age

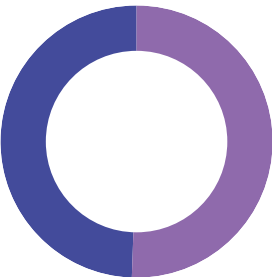
Average age

Total: **44.7 years**
Female: **43.9 years**
Male: **45.5 years**

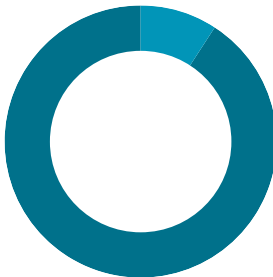


New hires per year

Total: **5,569**



Female **50.7%**
Male **49.3%**



Non-managerial employees **90.6%**
Management positions **9.4%**

Internal staffing rate

Internal staffing rate for ...

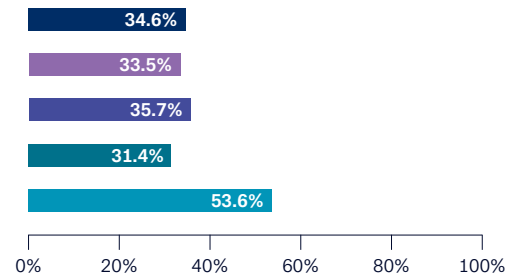
All functions

Functions filled by women³

Functions filled by men⁴

Non-managerial functions

Management functions



³ Specifies what proportion of all positions staffed by women were staffed internally.

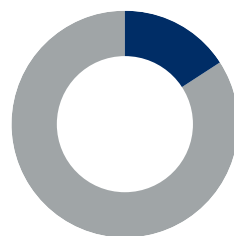
⁴ Specifies what proportion of all positions staffed by men were staffed internally.

Full/part time

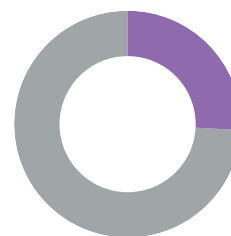
Total

Female

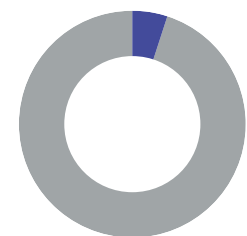
Male



Full time **84.2%**
Part time **15.8%**



Full time **74.1%**
Part time **25.9%**



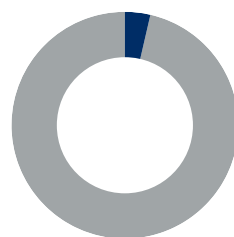
Full time **94.9%**
Part time **5.1%**

Number of staff by type of employment contract

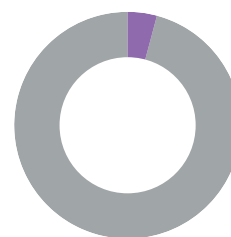
Total

Female

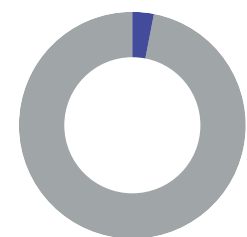
Male



Permanent employment **96.2%**
Temporary employment **3.8%**

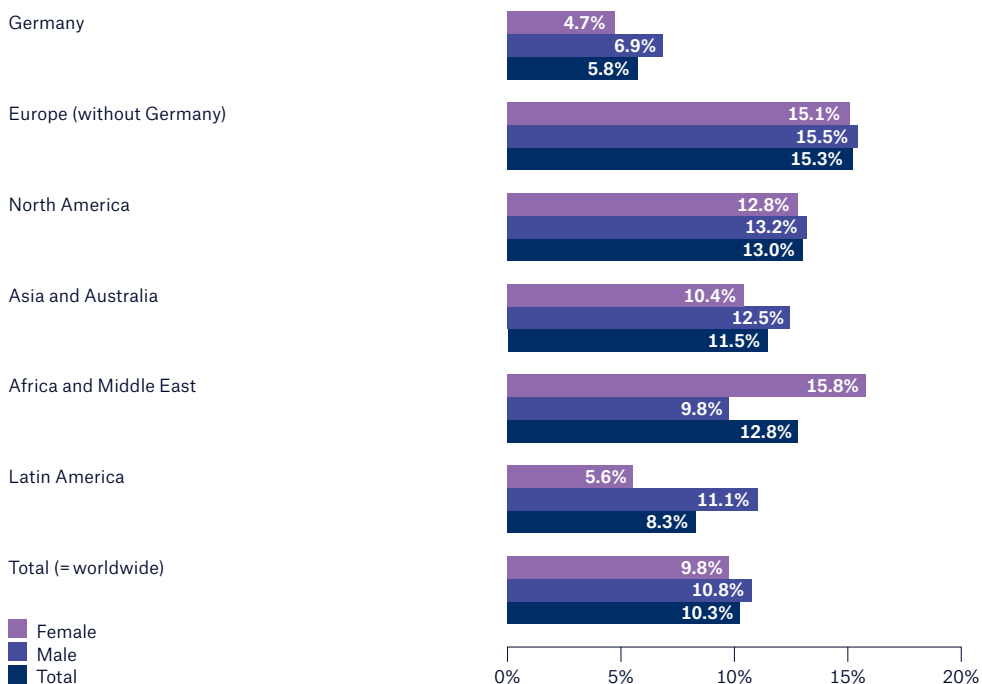


Permanent employment **95.6%**
Temporary employment **4.4%**

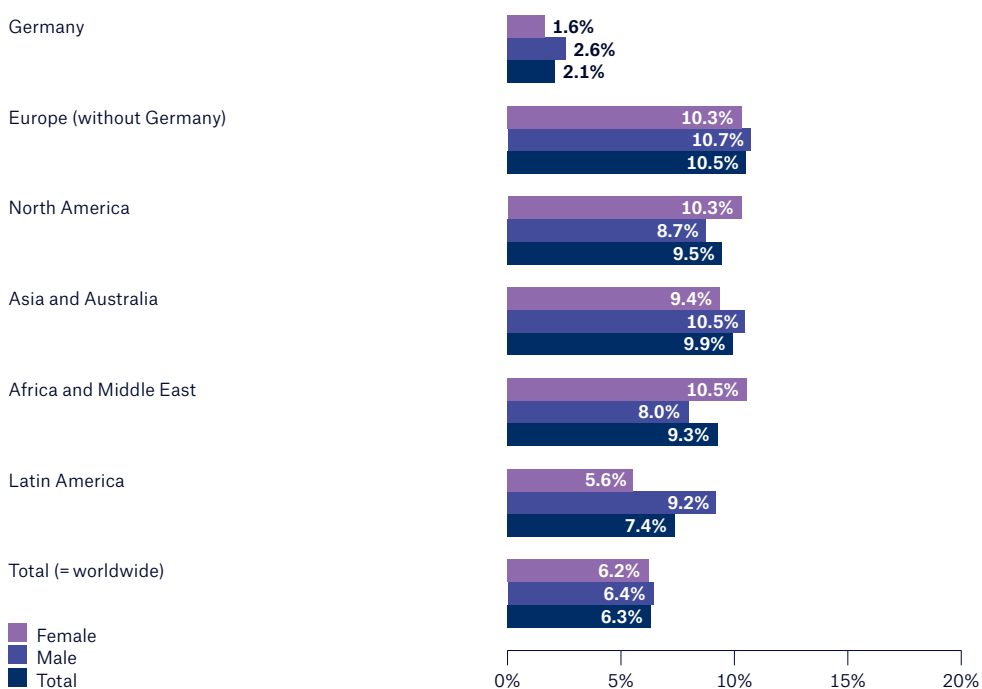


Permanent employment **96.9%**
Temporary employment **3.1%**

Total turnover rate by region



Voluntary turnover rate by region



Sickness rate



4.5%

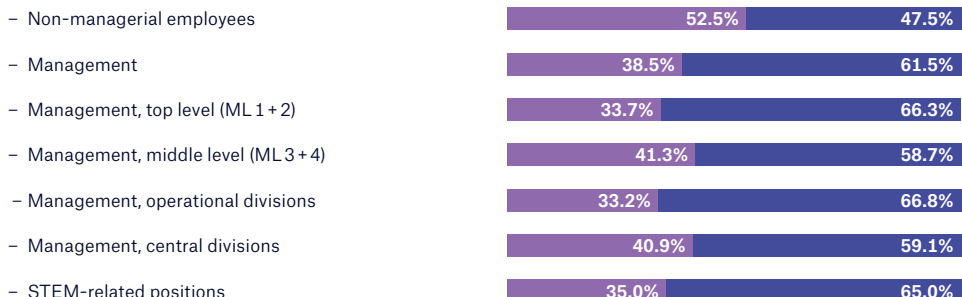
Sickness rate per employee

11.2 days

Diversity and inclusion

Gender distribution

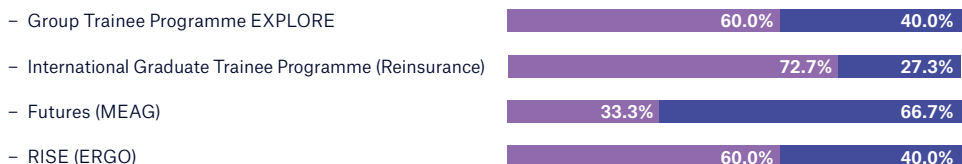
Munich Re Group worldwide



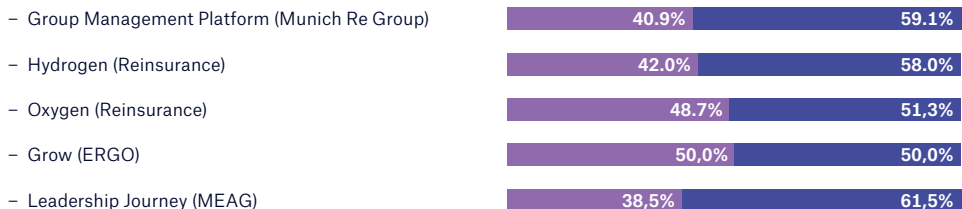
Munich Re Group Germany



Trainee programmes



Development programmes



Female
Male

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

Networks

Women

Number of
networks

10

Number of
members

2,073

Number of
events

67

Number of
participants at events

2,567

LGBTIQ+

Number of
networks

4

Number of
members

470

Number of
events

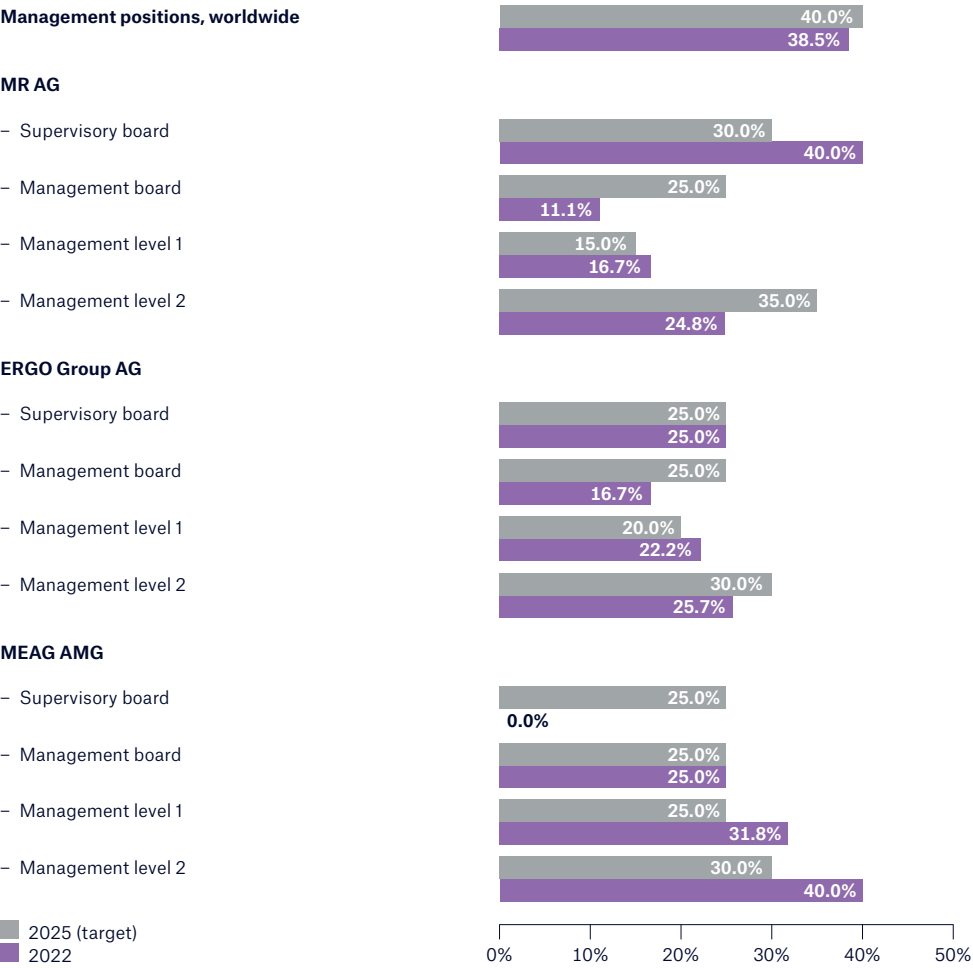
16

Number of
participants at events

524



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	17.8%	3.4%	14.6%
Management positions	25.4%	2.5%	11.3%

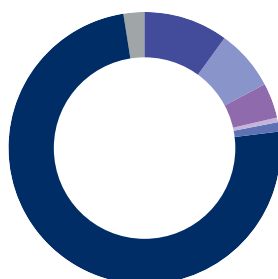
Number of nationalities in trainee and development programmes

	Number of nationalities	Participants not working at our headquarters
Development programmes		
– Group Management Platform (Munich Re Group)	24	58.4%
– Hydrogen (Reinsurance)	20	76.1%
– Oxygen (Reinsurance)	20	77.9%
– Leadership Journey (MEAG)	3	0.0%

US employee structure

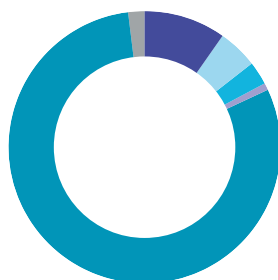
Distribution by ethnicity/nationality

Total



Asian origin	10.0%
African American origin	7.3%
Latin American origin	4.3%
Indigenous or Native American	0.4%
Two or more ethnicities	1.0%
White	74.7%
"Other"	2.3%

Management positions



Asian origin	9.8%
African American origin	4.8%
Latin American origin	2.8%
Indigenous or Native American	0.1%
Two or more ethnicities	0.6%
White	80.0%
"Other"	1.9%

Veterans: 7.3%

Learning and development

Employees with regular performance reviews



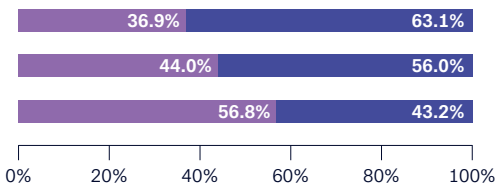
Vocational education

Apprentices in Germany: 634⁵

Dual students in Germany: 100

Trainees, global: 74

Female
Male



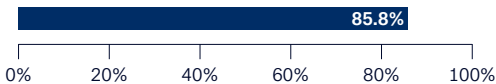
⁵ additionally 148 Agency apprentices

Trainings p. a.

Employees with at least one training



Employees with at least one digital training



Training days per employee

2.6 days or 20.3 hours

of which for digital training

1.4 days or 10.7 hours

Training costs per employee

€858

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)

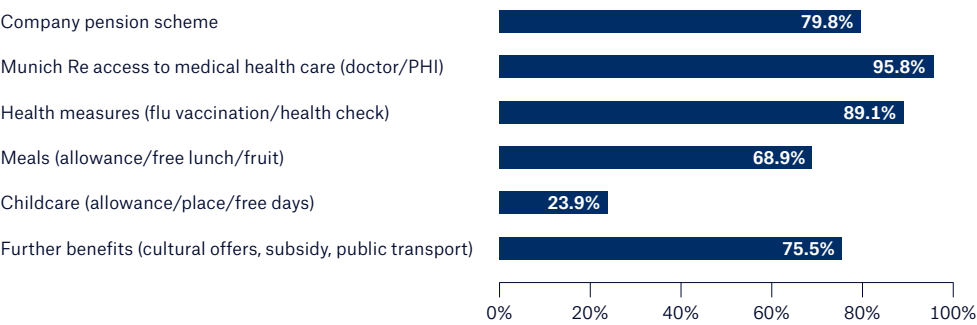
41 times

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)

26 times

Benefits and flexible working

Employees with access to specific benefits



Employees with parental leave – headcount **1,450**
Average time of parental leave in 2022 – months **4.9**

Employees with access to flexible working

