



TO UNLOCK

YOUR POTENTIAL,

ACTIVATE IT

PUSH  
BOUNDARIES.  
WITH US.

Munich RE



# Munich Re

## Who we are and what we do

### Pushing the boundaries of insurability to help the world advance with confidence

As the world's leading reinsurance group with approx. 40,000 employees in over 50 locations in all parts of the world, Munich Re introduces a paradigm shift in the way you think about insurance. By turning uncertainty into manageable risk, we enable fundamental change.

We work on topics today for a better and more sustainable tomorrow – whether that be climate change, cyber risk, major construction projects, medical risk assessment, pandemics or even space travel. **Together, we engage with everything we have and are, to help humankind act braver and better.**

Sounds like you? Join us at Munich Re and Push Boundaries. With us.

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### Munich Re Group in a nutshell

**> 140**

Years of risk  
expertise

**~40,000**

Employees  
globally

**50+**

countries around  
the globe

**13.9**

Average years  
of employment

**31 Bn €**

Equity  
(as of  
31. Dec. 2021)

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# We invite you to join us

Push Boundaries. With us.

Working at Munich Re gives you access to the depth, breadth, and mindset to develop your full potential. That's why a career at Munich Re is much more than just a job. It's an invitation to be your very best self and help make a positive impact in the world.

## What we look for in our applicants

Our candidate selection is based on an unbiased assessment of three success criteria:



### Strategic

Strategic hiring perspective – new or complementary skills and experiences candidates bring to our teams and our organisation



### Leadership

Demonstrated leadership experiences and role modelling of Munich Re's Leadership Values



### Technical

Domain expertise and transferable skills needed for long term success within Munich Re

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## Leadership Values at Munich Re

- We think big.
  - We lead the "we".
  - We care and dare.
  - We grow with our clients.
  - We are clear and authentic.
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# Munich Re Group Ambition 2025

Scale. Shape. Succeed.

The Munich Re Group encompasses more than reinsurance – joining us means accessing careers and opportunities in our range of businesses and brands. With our Group Ambition 2025, we have specified a series of bold targets that span our reinsurance, primary insurance and asset management businesses. We are steered by our three guiding principles of **Scale, Shape, and Succeed** in how we support our core business and advance our transformation towards new business models.

## Scale



- Expansion of core
- Preference for organic growth
- Leverage superior underwriting
- Uplift asset performance

## Shape



- Create additional business
- Monetise digital business investments
- Create new strategic options



## Succeed

### Shareholders

Growing earnings and RoE

### Clients

Long-term partner – superior products, experience and capacity

### Employees

Employer of choice: skill-driven, fostering digital culture, risk entrepreneurs

### Communities

Comprehensive climate strategy matching Paris Agreement

## Careers at Munich Re Group

→ [Munich Re Reinsurance](#)



→ [ERGO Primary insurance](#)



→ [MEAG Asset Management](#)



# Unlock your potential

Break new ground and make global impact

Our employees are our greatest strength. The Munich Re team environment is designed to help you be your very best. We actively support you in the growth of your professional and personal development, through:



## Continuous Conversations

We strive to create open and honest dialogues that are ongoing and meaningful, that provide multi-directional feedback, and drive collaboration.



## Continuous Learning

We believe that continuous learning is a key differentiator and critical for building new skills and accelerating growth.



## Career Mobility

We actively support career mobility, and our strong global and regional presence offers a wealth of career growth opportunities for you.



## Career and Leadership Development

We have a suite of talent programmes to provide opportunities and experiences for personal and professional growth so that you are enabled to increase your impact at Munich Re, and our business performance.



## Diversity, Equity & Inclusion (DEI)

We embrace the power of differences and are convinced that diversity fosters innovation and resilience and enables us to act braver and better.

# Rewards & Recognition

A cornerstone for our shared success

We provide a competitive compensation package accompanied by comprehensive benefit programmes.\*

## Financial benefits



### **Competitive salary**

appropriate compensation for your high level of commitment



### **Company payments**

cash rewards to show appreciation for our employee's hard work, dedication, and loyalty



### **Special payments**

special recognition for important individual contributions



### **Retirement provision**

state of the art in-house pension solutions

## Active support



### **A responsible employer**

a corporate culture based on responsibility, sustainability & respect



### **Lifelong learning**

an environment that thrives on life-long learning, career ownership and is not limited by borders



### **Work-life balance**

promoting the compatibility of family and work in addition to overall work-life balance



### **Health management**

focus on your physical and mental health far beyond legal requirements

\*regional differences may apply

# Together@Work

Our approach to a successful hybrid way of working\*

We create an environment and culture built on the following:



## Trust

We trust in our people.



## Inclusion

We ensure that everyone is part of the conversation and focus on inclusion.



## Empowerment

We create an environment where everyone can bring their best and full self to work.



## Flexibility

Together we decide which working styles best suit our business, team and individual needs.

We set you up for success by practicing the following:

## Work skills

- Enablement and upskilling through ongoing development opportunities
- Foster a culture that empowers you to adapt and thrive in a workplace of the future

## Work mode

- Provides the framework that combines in-office and remote working
- Our hybrid working model facilitates work-life balance and support for you

## Workplace

- Creates a sustainable workplace that facilitates flexibility, collaboration, and networking
- Supports you with the right infrastructure and technology in your home office environment

\*regional differences may apply

# PUSH BOUNDARIES. WITH US.

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