

## Total remuneration of the Supervisory Board

In 2020, each member of the Supervisory Board received fixed annual remuneration of €100,000. The Chairman of the Supervisory Board received annual remuneration of €220,000, and the deputy chair annual remuneration of €150,000.

Members of the Audit Committee each received an additional €55,000; members of the Standing Committee each received an extra €15,000; and members of the Personnel and Remuneration Committees each received an additional €30,000. For members of the Supervisory Board who were on both committees, their membership on the Remuneration Committee was also covered by the fee for their membership on the Personnel Committee.

Committee chairs each received double the said amounts. No additional remuneration was paid for membership on the Nomination Committee or the Conference Committee.

Members of the Supervisory Board received a daily attendance fee of €1,000 for meetings of the Supervisory Board or its committees – with the exception of the Conference Committee.

In case of changes in the Supervisory Board and/or its committees, the remuneration was paid on a pro-rata basis, rounded up to the next full month.

The current remuneration system for members of the Supervisory Board does not contain variable remuneration components or pension benefits.

### Remuneration of the Supervisory Board members<sup>1</sup>

Name	Financial year	In accordance with Article 15 of the Articles of Association				For membership of supervisory boards at Munich Reinsurance Company subsidiaries, in accordance with the companies' respective articles of association			
		Fixed remuneration				Fixed remuneration			
		Annual	Commit-tee work	Attend-ance fees	Total	Annual	Commit-tee work	Attend-ance fees	Total
		€	€	€	€	€	€	€	€
<b>Nikolaus von Bomhard</b> Chairman	2020	220,000	145,000	18,000	383,000				
	2019	165,000	108,750	9,000	282,750				
<b>Anne Horstmann</b> Deputy Chairman	2020	150,000	15,000	8,000	173,000	9,276	4,638		13,914
	2019	137,500	29,583	8,000	175,083	43,678	12,541		56,219
<b>Ann-Kristin Achleitner</b>	2020	100,000	115,000	17,000	232,000				
	2019	100,000	107,500	15,000	222,500				
<b>Kurt Wilhelm Bock</b> (until 29 April 2020)	2020	33,333	5,000	3,000	41,333				
	2019	100,000	11,250	6,000	117,250				
<b>Clement Booth</b>	2020	100,000		8,000	108,000				
	2019	100,000		6,000	106,000				
<b>Ruth Brown</b>	2020	100,000		8,000	108,000				
	2019	75,000		4,000	79,000				
<b>Stephan Eberl</b>	2020	100,000	45,000	12,000	157,000				
	2019	75,000	33,750	5,000	113,750				
<b>Frank Fassin</b>	2020	100,000		8,000	108,000	31,749			31,749
	2019	100,000		6,000	106,000	35,000			35,000
<b>Benita Ferrero-Waldner</b>	2020	100,000		7,000	107,000				
	2019	100,000		6,000	106,000				
<b>Ursula Gather</b>	2020	100,000		8,000	108,000				
	2019	100,000		6,000	106,000				
<b>Gerd Häusler</b>	2020	100,000	15,000	8,000	123,000				
	2019	100,000	15,000	6,000	121,000				
<b>Eva-Maria Haiduk</b>	2020	100,000		8,000	108,000				
	2019	75,000		4,000	79,000				
<b>Renata Jungo Brüngger</b>	2020	100,000	30,000	11,000	141,000				
	2019	100,000	22,500	7,000	129,500				

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		Fixed remuneration				Fixed remuneration			
		Annual	Commit-tee work	Attend-ance fees	Total	Annual	Commit-tee work	Attend-ance fees	Total
	€	€	€	€	€	€	€	€	
Stefan Kaindl	2020	100,000	55,000	14,000	169,000				
	2019	75,000	41,250	8,000	124,250				
Gabriele Mücke	2020	100,000		8,000	108,000				
	2019	75,000		4,000	79,000				
Ulrich Plottke	2020	100,000	55,000	14,000	169,000	36,387	13,224		49,611
	2019	100,000	41,250	10,000	151,250	43,822	12,459		56,281
Manfred Rassy	2020	100,000		8,000	108,000				
	2019	75,000		4,000	79,000				
Gabriele Sinz-Toporzysek	2020	100,000		8,000	108,000	5,697			5,697
	2019	100,000		6,000	106,000	15,000			15,000
Carsten Spohr (since 29 April 2020)	2020	75,000		5,000	80,000				
	2019								
Karl-Heinz Streibich	2020	100,000		8,000	108,000				
	2019	75,000		4,000	79,000				
Maximilian Zimmerer	2020	100,000	120,000	14,000	234,000				
	2019	100,000	82,500	10,000	192,500				
Total <sup>2</sup>	2020	2,178,333	600,000	203,000	2,981,333	83,109	17,862		100,971
	2019	1,927,500	493,333	134,000	2,554,833	137,500	25,000		162,500

1 Plus value-added tax (UST) in each case, in accordance with the relevant Articles of Association.

2 The previous year's figures do not include the remuneration of members who left the Supervisory Board in the 2019 financial year.