

Remuneration report

The remuneration report describes the structure of the remuneration system for the Board of Management and Supervisory Board in the past financial year, and contains detailed information on the individual remuneration of the members of the Board of Management and Supervisory Board. The remuneration system for the Board of Management has been adjusted, effective 1 January 2021. This adjusted system will be submitted to the 2021 Annual General Meeting for approval.

Remuneration of the members of the Board of Management in 2020

The Supervisory Board decides on the remuneration system for the Board of Management. More specifically,

the Supervisory Board's Remuneration Committee supports the full Supervisory Board and prepares resolutions for the Supervisory Board to discuss in detail and adopt. The Remuneration Committee comprises two shareholder representatives, both of whom are independent, and one employee representative. External remuneration consultants are not engaged.

The remuneration system in 2020 met the relevant company and supervisory law requirements, including those of the German Corporate Governance Code.

Remuneration comprises fixed (non-performance-related) and variable (performance-related) components, as well as benefits in connection with a company pension scheme. Details are included in the following table:

Structure of the remuneration system for the members of the Board of Management

Component	Share ¹	Assessment basis/ Parameters	Corridor	Performance evaluation	
Basic remuneration plus remuneration in kind/fringe benefits	50%	Function, responsibility, length of service on Board	Fixed		
Variable remuneration	50%	Corporate performance, result of divisional unit, personal performance			
30% annual bonus (for 100% performance evaluation)		IFRS consolidated result	Linear scaling 0-200% (fully achieved = 100%)	Achievement of annual objective	Evaluation of overall performance:
Bonus scheme spanning one calendar year					Adjustment of achievement figures by the Supervisory Board, taking into account
70% multi-year bonus (for 100% performance evaluation)		Total shareholder return (TSR) of Munich Re shares compared with a defined peer group	Linear scaling ² : 0-200% 0% = lowest TSR value in the peer group comparison 200% = highest TSR value in the peer group comparison	Performance of Munich Re shares compared with peer group	- individual and collective management performance - financial situation, performance and future prospects of the Company
Bonus scheme spanning five calendar years		(Peer group: Allianz, AXA, Generali, Hannover Re, SCOR, Swiss Re, Zurich Insurance Group)			Loading/reduction of up to 20 percentage points
Pension					
Defined contribution plan		Target overall direct remuneration ³	Pension contribution	> Retirement > Insured event > Premature termination	

¹ For the variable remuneration, the share shown presupposes 100% performance evaluation.

² In light of the fact that the peer group is very small – with just seven companies (main competitors) – and comprises both primary and reinsurance companies, there are no further performance hurdles or thresholds. Moreover, to ensure sound and effective risk management, members of the Board of Management should not be encouraged to take excessive risks in an endeavour to achieve higher bonuses. The bonus amount must adequately reflect the performance of Munich Re shares compared with that of the peer group.

³ Target overall direct remuneration comprises basic remuneration plus variable remuneration based on 100% performance evaluation.

Basic remuneration and variable remuneration, split into equal shares of 50% each, provide for a balanced composition of overall remuneration as stipulated in the Solvency II regulations. This means that the fixed

component represents a sufficiently high proportion of the total remuneration and enables the undertaking to apply a flexible bonus policy, including the possibility of paying no variable remuneration at all. There is consequently no

incentive for members of the Board of Management to engage in excessive risk-taking in order to achieve higher bonuses.

Fixed remuneration

Fixed remuneration comprises basic remuneration plus remuneration in kind and fringe benefits (such as company cars and insurance policies). The salary tax on the remuneration in kind and fringe benefits is borne by Munich Re.

Variable remuneration

Assessment bases and link to corporate strategy

Variable remuneration comprises an annual and a multi-year component, both of which are related to the future.

The exact target for the IFRS consolidated result used for the annual bonus, and the respective figures for a 0% and 200% achievement of objectives (linear scaling) are communicated externally. The target cannot be adjusted retroactively. After the assessment period has ended, the IFRS consolidated result achieved and the corresponding achievement of objectives are also disclosed.

As regards the total shareholder return (TSR) of Munich Re's shares used for the multi-year bonus, which is measured in relative terms in comparison with the peer group, the specific values for assessing the achievement of objectives will not be available until the end of the scheme. The lowest TSR figure in the peer group comparison is taken as 0% on the linear scaling, and the highest figure as 200%. After assessing the achievement of objectives, this too will be communicated together with the comparable values for the peer group. This ensures comprehensive transparency regarding the financial objectives.

As only one financial indicator each is used in the annual and multi-year bonus, the variable remuneration component is easier to understand. The IFRS consolidated result and TSR on Munich Re's shares in comparison with the peer group are two strategically relevant key indicators that form the basis of the variable remuneration. Both indicators can be influenced by the Board of Management.

Munich Re's business strategy is geared to profitable growth and successful positioning among our competitors. As an established result aggregate and relevant key figure

for the capital market, the IFRS consolidated result takes account of the significance of high and stable earnings power in the annual variable remuneration component. The target for the IFRS consolidated result is based on annual planning figures, which in turn reflect Munich Re's strategic ambition.

Based on its long-term strategic orientation and economic management of the Group, Munich Re would like to sustainably create value for its shareholders in the form of TSR. TSR takes account of dividend payments as well as share price performance. A multi-year component based on an increase in TSR in comparison with our peer group makes up the largest portion of variable remuneration for the Board of Management. From Munich Re's point of view, the relative TSR is well suited for bringing in line the interests of shareholders and of the members of the Board of Management. The TSR over a period of several years reflects Munich Re's long-term performance not only in absolute terms, but also in relative terms. After all, above-average TSR development in comparison with the peer group is not conceivable in the long term without sustainably generating good results and creating value for shareholders. Surpassing the performance of the peer group is in the interests of shareholders – even in a weak market environment.

As soon as the information on the achievement of objectives is available, as part of the overall performance evaluation the Supervisory Board can take into consideration both in the annual and multi-year bonus the performance of the individual members of the Board of Management and the Board of Management as a whole, along with Munich Re's financial situation, performance and future prospects. This is done by means of loadings or reductions of up to 20 percentage points on the relevant objective achieved.

In evaluating overall performance, in particular financial and non-financial criteria for the individual member's performance and the performance of the respective divisional unit/division and the field of business need to be taken into consideration. Other aspects, such as those relating to periods prior to the appraisal period in question, may also be taken into account. For this purpose, the Supervisory Board has compiled a set of criteria with the following examples of bonus-malus aspects:

Annual and multi-year bonus: Criteria for the evaluation of overall performance¹

Individual management performance	<ul style="list-style-type: none"> - Result of division/divisional unit, contribution to overall performance - Personal performance (qualitative and/or quantitative) - ESG (environmental, social and governance) criteria - Employee satisfaction - Consideration of special market circumstances or unexpected developments - Implementation of strategy, improvements in organisation and processes, innovation - Conduct (leadership, role model function, adherence to guidelines/compliance requirements, cooperation with colleagues and Supervisory Board)
Collective management performance	<ul style="list-style-type: none"> - Result of field of business (reinsurance and/or primary insurance) - ESG (environmental, social and governance) criteria - Employee satisfaction - Reaction to special market circumstances and unforeseeable developments
Financial situation, performance and future prospects of the Company	<ul style="list-style-type: none"> - Financial situation of the Company - Short-term and long-term profit prospects - Market environment (interest rates, situation in the industry, etc.)

¹ Further key aspects may also be taken into consideration.

Transparency is provided with regard to whether and for what specific reason loadings or reductions were applied, and what they amounted to.

The evaluation of overall performance can also take into account factors that influence business development but are not reflected in the IFRS consolidated result and TSR. Therefore, in light of the aim of keeping the remuneration system simple and transparent, no further financial assessment bases are needed.

Targets/Achievement of objective for the annual bonus

The aim of the annual bonus is to achieve a high IFRS consolidated result. The chosen targets are challenging for the members of the Board of Management given the prevailing low-interest-rate policies and fierce competition in the insurance markets.

Targets for 2020

A target of €2,800m was set for 2020, with the following linear scaling for the 0-200% target corridor:

€2,100m = 0% achievement of objective
€2,800m = 100% achievement of objective
€3,500m = 200% achievement of objective

Achievement of objectives in 2020

At its meeting in March 2021, the Supervisory Board will decide about the achievement of objectives in 2020 on the basis of the IFRS consolidated result and taking into account any loadings or reductions as part of the overall performance evaluation. As the editorial deadline for the Annual Report precedes the Supervisory Board meeting, this information cannot be definitively included in the remuneration report. However, it is likely that the 2020 annual bonus will amount to 0% as a result of the coronavirus pandemic. The definitive information will be made available at www.munichre.com/board-of-management/remuneration-report on 17 March 2021.

Targets for 2021

The same target of €2,800m has been set for 2021, with the following scaling for the 0-200% target corridor:

€1,800m = 0% achievement of objective
€2,800m = 100% achievement of objective
€3,300m = 200% achievement of objective

Targets/Achievement of objective for the multi-year bonus

The objective of the multi-year bonus is the sustainable performance of Munich Re's shares in terms of TSR in comparison with a defined group of competitors. The companies in this group were selected based on comparable business activities and size. Furthermore, they must be listed on the stock exchange and subject to similar accounting standards as Munich Re, which is why the peer group only includes European primary insurance and reinsurance companies. The peer group currently comprises Allianz, AXA, Generali, Hannover Re, SCOR, Swiss Re and Zurich Insurance Group. It is the same peer group as for the analysts' conference.

The multi-year bonus spans five calendar years. In the first calendar year, the initial TSR value is established, and at the end of the fifth calendar year, the final TSR value is calculated. The values are compared in order to determine achievement of the objectives, and are calculated as annual average values. The calculations are based on reporting date figures.

The Supervisory Board set a target corridor of 0-200% with the following linear scaling:

Lowest TSR
in peer group = 0% achievement of objective
Highest TSR
in peer group = 200% achievement of objective

Because the specific figures for assessing the achievement of objectives will not be available until the end of the scheme, they will be published alongside the target assessment.

Deferral

The term, structure, and time horizon of the deferred multi-year bonus reflect essential characteristics of the Company's business activities. The TSR in the multi-year bonus fully reflects the sustainable and long-term performance of Munich Re's shares, so that a further multi-year deferral period – which in turn is geared to share price performance – is neither expedient nor necessary. In the case of the annual bonus, a deferral period does not offer any significant added value either, as the annual bonus constitutes only a rather small percentage of overall remuneration.

Limit to variable remuneration (malus) and clawback

Given that the Supervisory Board can take into account a loading or reduction of up to 20 percentage points on both the annual bonus and the multi-year bonus in order to reflect the achievements of the individual members of the Board of Management and the Board of Management as a whole, it has the option of reducing variable remuneration in the case of negative result contributions.

According to the employment contracts for members of the Board of Management appointed for the first time after 1 January 2017, with effect from 2020 all unpaid variable remuneration components are forfeited in the event of termination of a Board member's contract by the Company for good cause or in the event of relinquishment by a Board member of their appointment to the Board of Management without good cause.

In addition, all employment contracts of the members of the Board of Management provide for the right of the Company

to implement any requirements by the supervisory authority to limit, cancel or not pay out variable remuneration in relation to the member of the Board of Management.

The employment contracts of the members of the Board of Management furthermore stipulate that Board of Management members are obliged to indemnify the Company if they fail to comply with their duty to exercise due care and diligence as prudent and conscientious members of the Board of Management (Section 93 of the German Stock Corporation Act [AktG]). The Supervisory Board has the option of demanding such compensation following a breach of duty. As a consequence, bonus payments, including those already made, can be partially or entirely offset.

Upper remuneration limits

The respective 0–200% target corridor defines an upper limit for variable remuneration paid to members of the Board of Management. Any higher achievement of objectives is capped at 200%; in this case, there is therefore also no loading as a result of the overall performance evaluation. There are caps on the maximum amounts of total remuneration and on each variable component in accordance with the German Corporate Governance Code.

Share ownership of the members of the Board of Management

The remuneration system in 2020 did not require members of the Board of Management to invest in Company shares. All the same, most of the members of the Board of Management active in 2020 held a large number of Company shares.

Share ownership of the members of the Board of Management

Members of the Board of Management	Number of shares on 30.12.2020 ¹	XETRA closing price on 30.12.2020 ¹	Total value of shares on 30.12.2020 ¹	Total value of shares in % of basic remuneration for 2020 ²
		€	€	%
Joachim Wenning	16,108	242.80	3,911,022.40	168
Thomas Blunck	5,052	242.80	1,226,625.60	109
Nicholas Gartside	1,525	242.80	370,270.00	33
Doris Höpke	4,318	242.80	1,048,410.40	93
Torsten Jeworrek	4,654	242.80	1,129,991.20	70
Christoph Jurecka	7,011	242.80	1,702,270.80	113
Achim Kassow (since 1 May 2020)	1,455	242.80	353,274.00	31
Markus Rieß ³	7,500	242.80	1,821,000.00	66
Peter Röder ⁴ (until 31 December 2020)	5,964	242.80	1,448,059.20	129

1 Last trading day in 2020.

2 The percentage of shares relates to the full annual basic remuneration.

3 As regards the overall value of the shares in relation to basic remuneration, the basic remuneration that Markus Rieß received for his work at ERGO Group AG was also taken into consideration.

4 In the case of shares held by Peter Röder that are still subject to minimum holding periods, these periods remain in effect unchanged despite his retirement

Other

Continued payment of remuneration in the case of incapacity to work

In the case of temporary incapacity to work due to illness or for another cause beyond the Board member's control, the remuneration is paid until the end of the contract of

employment. The Company may terminate the contract prematurely if Board members are incapacitated for a period of longer than 12 months and it is probable that they will be permanently unable to fully perform the duties conferred on them (permanent incapacity to work).

No guaranteed variable remuneration (sign-on bonuses/recruitment bonuses)

As a matter of principle, the Company does not pay guaranteed variable remuneration to members of the Board of Management. We only pay sign-on/recruitment bonuses in exceptional cases and on production of corresponding evidence if a new member of the Board of Management forfeits a bonus by a previous employer. Compensation for forfeiting variable remuneration components paid by a previous employer is paid in several instalments and is tied to prerequisites for disbursement.

Severance cap and change of control

Members who joined the Board of Management before 2017 have no contractual right to severance payments. If one of these Board members' employment contracts is terminated prematurely by the Company without good cause, any payments to be agreed may exceed neither the equivalent of two years' total remuneration nor the remaining term of the employment contract, if the latter is shorter. If the employment contract is terminated for good cause on grounds that are within the Board member's control, no payments are made to the Board member. The calculation of any payment is based on the overall remuneration for the past financial year and, if necessary, on the probable overall remuneration for the current financial year.

If the contract of a member who has joined the Board of Management since 1 January 2017 is terminated prematurely by the Company without good cause, the member has a contractual right to a severance payment. Such payments are equivalent to two years' total remuneration, but are restricted by the remaining term of the Board member's contract if this term is shorter. Annual remuneration is calculated on the basis of fixed annual remuneration and variable remuneration paid out for the prior full financial year before the contract was terminated; remuneration in kind, other fringe benefits and contributions to occupational retirement schemes are not taken into account. Payments received by a Board member during a period of notice after termination of the appointment are offset against any severance payment. There will be no right to severance payments in the event of extraordinary termination of the Board member's contract by the Company for good cause.

As a matter of principle, the Company ensures that severance payments are related to performance achieved over the whole period of activity.

Contractual obligations for benefits triggered by a change of control will not be granted.

Stock option plans

No stock option plans or similar incentive schemes are in place for the Board of Management.

Remuneration for other board memberships

In the case of seats held on other boards, remuneration for board memberships must be paid over to the Company. Exempted from this is remuneration for memberships explicitly classified by the Supervisory Board as private.

External consultants

Munich Re does not engage external consultants to draft or implement remuneration systems for the Board of Management.

Pensions

Through the end of 2008, the members of the Board of Management had a defined benefit plan. In 2009, a defined contribution plan was introduced for new Board of Management members.

For defined contribution plans, the Company provides a pension contribution for each calendar year (contribution year) during the term of the employment contract. It uniformly amounts to 25.5% of the target overall direct remuneration (= basic remuneration + variable remuneration on the basis of 100% achievement of objectives). The amount of the pension contribution takes into consideration the peer group (including DAX 30 companies) and the pension contributions for the employee groups below the level of the Board of Management. The pension contributions for the members of the Board of Management are paid over to an external pension insurer. The insurance benefits that result from the contribution payments constitute the Company's pension commitment to the Board member.

Board members appointed before 2009 were transferred to the defined contribution plan. They kept their pension entitlement from the defined benefit plan (fixed amount in euros) existing at the date of transfer, which was maintained as a vested pension. For their service years as of 1 January 2009, they receive an incremental pension benefit based on the defined contribution plan.

The Supervisory Board determines the relevant target pension level for pension commitments from defined benefit plans and defined contribution plans – also considering length of service on the Board – and takes account of the resultant annual and long-term cost for the Company.

In addition, members of the Board of Management appointed before 2019 benefit from the Munich Re pension scheme, which is also a defined contribution plan.

Greater benefits at beginning of retirement

Some Board of Management members have special contractual agreements which stipulate that they will receive a special payment, equal to their most recent monthly basic remuneration, for six months after retiring or three months after departing Munich Re – provided that, upon termination of employment, they are entitled to an old-age pension, a disability pension or a reduced occupational pension on early retirement.

Occupational pension

Board members appointed before 2012 are entitled to an occupational pension on retiring from active service with the Company after reaching the age of 60. Board members appointed since April 2012 are entitled to an occupational pension on retiring from active service with the Company after reaching the age of 62. All members of the Board of Management must retire from active service no later than at the end of the calendar year in which they turn 67.

Benefit:

- In the case of defined contribution plans: Annuity based on the policy reserve or payment of the policy reserve as a lump sum.
- In the case of a combination of defined benefit plans and defined contribution plans: Vested pension from the defined benefit plan and annuity from the policy reserve under the defined contribution plan or payment of a lump sum.

Disability pension

Disability in this respect means that the member of the Board of Management is likely to be unable, or has already been unable, to exercise his or her position for six months without interruption, as a result of illness, injury, or infirmity beyond what is normal for his or her age. The entitlement to a disability pension does not arise until expiry of remuneration payment obligations or continuation of remuneration payment obligations after a mutual agreement to terminate the employment contract, as a result of non-extension or revocation of their appointment to the Board or where the contract of employment has been terminated by the Company due to permanent incapacity.

Benefit:

- In the case of defined contribution plans: 80% of the insured occupational pension up to the age of 59 or 61, with subsequent occupational pension.
- In the case of a combination of defined benefit plans and defined contribution plans: Vested pension from the defined benefit plan and 80% of the insured occupational pension benefit up to age 59, with subsequent occupational pension based on the defined contribution plan.

Reduced occupational pension on early retirement

Members who joined the Board of Management before 2017 are entitled to a reduced occupational pension on early retirement if the contract of employment is terminated as a result of non-extension or revocation of their appointment without the Board members having given cause for this through a gross violation of their duties or having requested it. This applies where the Board members have already passed the age of 50, have been in the employment of the Company for more than ten years when the contract terminates, and have had their appointment to the Board of Management extended at least once.

Benefit:

- In the case of defined contribution plans: Annuity based on the policy reserve or payment of the policy reserve as a lump sum at the date the pension benefit is claimed.
- In the case of a combination of defined benefit plans and defined contribution plans: Entitlement of between 30% and 60% of pensionable basic remuneration, reduced by 2% for each year or part thereof short of the Board member's 65th birthday; the Company assumes payment of the difference between the monthly occupational pension and the monthly incremental pension from the external insurance.

Members who have joined the Board of Management since 1 January 2017 are not entitled to a reduced occupational pension on early retirement.

Vested benefits for occupational pension, disability pension and surviving dependants

Vested benefits are paid upon the Board member reaching the age of 60 or 62, in the case of disability, or in the event of the Board member's death.

Vested benefits under the German Company Pension Act (BetrAVG):

Board members are entitled to vested benefits under the German Company Pension Act if they leave the Company before reaching the age of 60 or 62 and the pension commitment has existed for at least three years (from 2021; previously five years) at the time of departure.

Benefit:

- In the case of defined contribution plans: Annuity based on the policy reserve or payment of the policy reserve as a lump sum at the date the insured event occurs.
- In the case of a combination of defined benefit plans and defined contribution plans: The entitlement under the vested pension is a proportion of the vested pension based on the ratio of actual service with the Company to the period the Board member would have worked for the Company altogether up to the fixed retirement age (m/n-tel process, Section 2(1) of the Company Pension Act). The entitlement from the incremental pension comprises the pension benefits fully financed under the insurance contract up to the occurrence of the insured event based on the pension contributions made up to the date of leaving the Company - (Section 2(5) of the Company Pension Act). This entitlement is paid out as an annuity or a lump sum.

Provision for surviving dependants

In the event of the death of a Board member during active service, the surviving dependants continue to receive the previous monthly basic remuneration for a period of six months if the deceased joined the Board of Management before 2006. In the case of Board members appointed between 2006 and 2018, the previous monthly basic remuneration is paid to the beneficiaries for a period of three months. If the Board member's death occurs after retirement, the surviving dependants of members of the Board of Management who were appointed before 2018

will receive the previous monthly occupational pension for a period of three months, provided that the Board member's marriage or registration of civil partnership had taken place and/or the member's child(ren) had been born before the Board member started drawing the occupational pension.

Surviving spouses and registered civil partners normally receive a pension amounting to 60% of the defined benefit or insured occupational pension; single orphans receive 20% and double orphans 40%. The total amount may not exceed the occupational pension of the Board member. If the Board member's occupational pension was reduced owing to early retirement, benefits for surviving dependants are based on the reduced occupational pension.

Total remuneration of the Board of Management

Amount of remuneration

The level of the target overall direct remuneration for the individual members of the Board of Management was set by the full Supervisory Board, acting on recommendations from the Supervisory Board's Remuneration Committee, and taking into account the responsibilities and performance of each member of the Board of Management, the performance of the full Board of Management and the situation, performance and future prospects of Munich Re.

As part of horizontal and vertical benchmarking, remuneration was first assessed as to whether it is customary and appropriate compared with remuneration at other market players and within Munich Re. As a rule, remuneration data of DAX 30 companies derived from an annual study is used to assess whether remuneration is customary in the market. When making comparisons, the Supervisory Board pays particular attention to market capitalisation. In the course of assessing how customary remuneration is within Munich Re, the Supervisory Board considers the remuneration over time of Board of Management members in overall relation to the remuneration of both senior managers and staff members.

Pay ratios

In the reporting year, the target overall direct remuneration of the Chairman of the Board of Management was 39 (37) times the average target overall direct remuneration of all Company employees (excluding the Board of Management). The average target overall direct remuneration of all members of the Board of Management was 24 (22) times the average target overall direct remuneration of all employees (excluding the Board of Management).

Disclosure of Board of Management remuneration

Board of Management remuneration is disclosed under two different sets of rules, namely German Accounting Standard No. 17 (DRS 17, revised 2010) and the German Corporate Governance Code. There are therefore deviations in individual remuneration components and total remuneration.

Board of Management remuneration under DRS 17

Under DRS 17, remuneration for the 2020 annual bonus is shown as the provisions set aside for that purpose taking into account any additional/reduced expenditure for the previous year, since the performance on which the remuneration is based has been completed as at the balance sheet date and the requisite resolution is already foreseeable. Under DRS 17, remuneration for multi-year performance 2017-2019 is recognised in the year of payment, i.e. in 2020.

Fixed and variable remuneration components

The serving members of Munich Reinsurance Company's Board of Management in 2020 received remuneration totalling €22.8m (23.8m) for fulfilment of their duties in respect of the parent company and its subsidiaries in the financial year. Their remuneration thus decreased by around €1m compared with the previous year's figure. This decline in total remuneration is due in particular to the likelihood that no annual bonus will be paid out for 2020 as a result of the coronavirus pandemic. This amount, which will not be paid out, exceeds the payments for basic remuneration that were higher than in the previous year, the 2017-2019 multi-year performance bonus, and compensation payments made instead of an employer-financed pension. Total remuneration received by the individual members of the Board of Management is shown in the table below.

Remuneration of individual Board members as per DRS 17 (revised 2010)
(in accordance with Section 285 sentence 1 (9a) sentences 5-8 of the German Commercial Code (HGB) and
Section 314(1) (6a) sentences 5-8 HGB)¹

Name	Financial year	Remuneration in kind/fringe benefits		Annual bonus ²	Multi-year performance ^{3,4}		Other	Total	
		Basic remuneration							
		€	€	€	€	€	€	€	
Joachim Wenning	2020	2,325,000	37,149	0	1,604,423			3,966,572	
	2019	2,225,000	40,963	867,750	773,465			3,907,178	
Thomas Blunck	2020	1,125,000	32,093	0	863,870			2,020,963	
	2019	1,075,000	33,913	419,250	793,555			2,321,718	
Nicholas Gartside (since 18 March 2019) ⁵	2020	1,125,000	22,625	0		573,750		1,721,375	
	2019	848,909	19,478	331,075		411,188		1,610,650	
Doris Höpke	2020	1,125,000	26,919	0	823,690			1,975,609	
	2019	1,075,000	31,532	419,250	879,305			2,405,087	
Torsten Jeworrek	2020	1,625,000	39,029	0	1,185,310			2,849,339	
	2019	1,550,000	38,286	604,500	1,098,580			3,291,366	
Christoph Jurecka	2020	1,500,000	24,240	0				1,524,240	
	2019	1,300,000	30,041	507,000				1,837,041	
Achim Kassow (since 1 May 2020) ⁶	2020	750,000	46,036	0		382,500		1,178,536	
	2019								
Hermann Pohlchristoph (until 30 April 2020)	2020	358,333	15,185	0	507,640			881,158	
	2019	1,075,000	48,370	419,250				1,542,620	
Markus Rieß ⁷	2020	2,750,000	116,944	0	1,801,166			4,668,110	
		Thereof for Munich Reinsurance Company	500,000	36,654	0	700,088			1,236,742
	2019	2,675,000	119,459	165,750	1,666,785			4,626,994	
Peter Röder (until 31 December 2020)	2020	1,125,000	35,060	0	823,690			1,983,750	
	2019	1,075,000	30,446	419,250	763,420			2,288,116	
Total	2020	13,808,333	395,280	0	7,609,789	956,250		22,769,652	
	2019	12,898,909	392,488	4,153,075	5,975,110	411,188		23,830,770	

1 Where necessary, amounts have been rounded to the nearest euro.

2 At the time of preparation of this report, no Supervisory Board resolution had yet been passed on the amounts to be paid for the 2020 annual bonus. The amounts shown for the annual bonus are based on estimates, i.e. the relevant provisions and any additional/reduced expenditure for the 2019 annual bonus. The amounts shown for the 2019 annual bonus comprise the respective provision for 2019 and any additional/reduced expenditure for the 2018 annual bonus. The bonus payments for 2019 can be seen in the remuneration tables "Remuneration paid in accordance with the German Corporate Governance Code".

3 The multi-year performance component paid annually through and including 2017 was geared to the success of the fields of business and personal performance of the members of the Board of Management, for which three-year objectives were agreed. In addition, the Supervisory Board assessed the overall performance of the Board of Management as a whole and the individual Board members, and it also took into account developments during the appraisal period that are beyond the influence of the Board. Payment was effected in the fourth year, with 25% of the net payout amount to be invested in Munich Reinsurance Company shares that must be held for at least a two-year period.

4 The amounts paid out in 2020 were for multi-year performance 2017-2019, those paid out in 2019 were for 2016-2018.

5 Other: Nicholas Gartside does not participate in an employer-financed pension. By way of compensation for this, a conditional one-off payment will be made at the end of his appointment. In the event of his death or disability prior to the end of his term of office, this payment was approved, to be made pro rata temporis for the period until then.

6 Other: Achim Kassow does not participate in an employer-financed pension. By way of compensation for this, a conditional monthly payment was made along with other remuneration.

7 The compensation components that Markus Rieß received for his work at ERGO Group AG are included in the remuneration.

The variable remuneration amounts payable are listed in the table below.

Amounts payable for variable remuneration of the individual Board members in the event of 100% performance evaluation as per DRS 17 (revised 2010), corridor 0-200%¹

Name	Set in	for	Annual bonus ^{2,4}	Multi-year bonus ^{3,4}	Total amounts payable
			€	€	€
Joachim Wenning	2020	2021	697,500	1,627,500	2,325,000
	2019	2020	697,500	1,627,500	2,325,000
Thomas Blunck	2020	2021	337,500	787,500	1,125,000
	2019	2020	337,500	787,500	1,125,000
Nicholas Gartside (since 18 March 2019) ⁵	2020	2021	423,563	988,313	1,411,876
	2019	2020	337,500	787,500	1,125,000
Doris Höpke	2020	2021	337,500	787,500	1,125,000
	2019	2020	337,500	787,500	1,125,000
Torsten Jeworrek	2020	2021	487,500	1,137,500	1,625,000
	2019	2020	487,500	1,137,500	1,625,000
Christoph Jurecka	2020	2021	487,500	1,137,500	1,625,000
	2019	2020	450,000	1,050,000	1,500,000
Achim Kassow (since 1 May 2020) ⁵	2020	2021	423,563	988,313	1,411,876
	2019	2020	225,000	525,000	750,000
Hermann Pohlchristoph (until 30 April 2020)	2020	2021			
	2019	2020	107,500	250,833	358,333
Markus Rieß ⁶	2020	2021	138,750	323,750	462,500
	2019	2020	150,000	350,000	500,000
Peter Röder (until 31 December 2020)	2020	2021			
	2019	2020	337,500	787,500	1,125,000
Total	2020	2021	3,333,376	7,777,876	11,111,252
	2019	2020	3,467,500	8,090,833	11,558,333

1 Where necessary, amounts have been rounded to the nearest euro.

2 The remuneration set for the annual bonus for 2020 is payable in 2021, that for 2021 in 2022.

3 The remuneration set for the multi-year bonus for 2020 is payable in 2024, that for 2021 in 2025.

4 Information on the assessment bases and targets for the amounts set for 2020 and 2021 is provided under Remuneration of the members of the Board of Management in 2020 at the beginning of the remuneration report.

5 In the cases of Nicholas Gartside and Achim Kassow, the compensation payments made instead of participation in the employer-financed pension will be allocated, from the 2021 financial year, to the remuneration components – resulting in higher annual bonuses and higher multi-year bonuses compared with 2020.

6 The ERGO Group AG remuneration system does not provide for a variable component. Markus Rieß thus only receives variable target amounts from Munich Reinsurance Company.

Pension entitlements

Personnel expenses of €5.6m (5.7m) were incurred in the financial year to finance the pension entitlements for members of the Board of Management active in 2020. Of this, €0.6m was apportionable to defined benefit plans and around €5.0m to defined contribution plans. As a consequence of the risk transfer to an external pension

insurer under the defined contribution system, the visible pension costs since 2009 are noticeably higher. The Company accepts this increase in order to avoid higher costs in future and to eliminate long-term pension-specific risks. The following defined benefits, present values, contribution rates and personnel expenses result for the individual members of the Board of Management:

Pension entitlements¹

Name	Financial year	Defined benefit ² €/year	Defined benefit plan	
			Present value of defined benefit as at 31 December	Provisions for personnel expenses ³
			€	€
Joachim Wenning ^{4,5}	2020	-	18,303	1,517
	2019	-	18,173	1,643
Thomas Blunck ^{4,5}	2020	120,000	5,267,574	209,529
	2019	120,000	4,424,945	211,946
Nicholas Gartside (since 18 March 2019) ⁶	2020	-	-	-
	2019	-	-	-
Doris Höpke ^{4,5}	2020	-	12,310	606
	2019	-	12,532	592
Torsten Jeworrek ^{4,7}	2020	171,000	8,479,895	242,454
	2019	171,000	7,316,522	249,534
Christoph Jurecka ^{4,8}	2020	-	-	-
	2019	-	-	-
Achim Kassow (since 1 May 2020) ⁹	2020	-	-	-
	2019	-	-	-
Hermann Pohlchristoph (until 30 April 2020) ¹⁰	2020	-	-	-
	2019	-	5,394	324
Markus Rieß ^{4,8} Thereof for Munich Reinsurance Company	2020	-	70,654	13,296
	2019	-	70,654	13,296
		-	57,772	11,842
Thereof for Munich Reinsurance Company		-	57,772	11,842
Peter Röder (until 31 December 2020) ¹¹	2020	90,000	4,667,954	115,947
	2019	90,000	3,569,324	119,178
Total	2020	381,000	18,516,690	583,349
	2019	381,000	15,404,662	595,059

See the end of the table for footnotes.

Pension entitlements¹

Name	Financial year	Pension contribution rate for target overall direct remuneration	Defined contribution plan		
			Entitlement as at 31 December	Present value of entitlement as at 31 December	Personnel expenses
Joachim Wenning ^{4, 5}	2020	25.50	279,263	- ¹²	1,185,750
	2019	25.50	239,933	- ¹²	1,134,750
Thomas Blunck ^{4, 5}	2020	16.25	166,304	9,103,864	365,625
	2019	16.25	151,726	7,079,079	349,375
Nicholas Gartside (since 18 March 2019) ⁶	2020	-	-	-	-
	2019	-	-	-	-
Doris Höpke ^{4, 5}	2020	25.50	113,639	- ¹²	573,750
	2019	25.50	94,836	- ¹²	548,250
Torsten Jeworrek ^{4, 7}	2020	19.50	277,391	14,744,605	633,750
	2019	19.50	253,325	11,820,896	604,500
Christoph Jurecka ^{4, 8}	2020	25.50	36,004	- ¹²	765,000
	2019	25.50	16,730	- ¹²	663,000
Achim Kassow (since 1 May 2020) ⁹	2020	-	-	-	-
	2019	-	-	-	-
Hermann Pohlchristoph (until 30 April 2020) ¹⁰	2020	25.50	39,761	- ¹²	182,750
	2019	25.50	35,165	- ¹²	548,250
Markus Rieß ^{4, 8}	2020	25.15	116,236	3,167,746 ¹³	817,500
Thereof for Munich Reinsurance Company		25.50	40,319	- ¹²	255,000
	2019	25.14	92,977	2,272,938 ¹³	779,250
Thereof for Munich Reinsurance Company		25.50	33,351	- ¹²	216,750
Peter Röder (until 31 December 2020) ¹¹	2020	20.25	212,765	9,767,109	455,625
	2019	20.25	176,860	7,936,905	435,375
Total	2020		1,241,363	36,783,324	4,979,750
	2019		1,061,552	29,109,818	5,062,750

- 1 Where necessary, amounts have been rounded to the nearest euro.
- 2 In the case of Board members transferred from the old system to the new, the amount corresponds to the value of the annual vested pension at 31 December 2008.
- 3 Expenses for defined benefit plan, including provision for continued payment of salary for surviving dependants.
- 4 Entitled to occupational pension in the event of termination of employment owing to incapacity to work.
- 5 Entitled to a reduced occupational pension on early retirement in the event of premature or regular termination of employment.
- 6 Nicholas Gartside does not participate in an employer-financed pension. By way of compensation for this, a conditional one-off payment will be made at the end of his appointment. In the event of his death or disability prior to the end of his term of office, this payment will be made pro rata temporis for the period until then.
- 7 Entitled to a reduced occupational pension on early retirement in the event of premature termination of employment, and to an occupational pension in the event of regular termination of employment.
- 8 Entitled to vested benefits under the Company Pension Act in the event of premature or regular termination of employment.
- 9 Achim Kassow does not participate in an employer-financed pension. By way of compensation for this, an annual payment amounting to 25.5% of the target overall direct remuneration was approved, payable in monthly instalments. In the event of his death or disability prior to the end of his term of office, this payment will be made pro rata temporis for the period until then.
- 10 Left the Board as at 30 April 2020; entitled to an occupational pension from 1 December 2027.
- 11 Left the Board as at 31 December 2020; has received a pension since 1 January 2021.
- 12 Defined contribution plan within the meaning of IAS 19: Employee Benefits, so no present value shown.
- 13 Munich Reinsurance Company: see footnote 12; ERGO Group AG: no Defined Contribution Plan within the meaning of IAS 19, so present value shown.

Board of Management remuneration under the German Corporate Governance Code

As required by the provisions of the German Corporate Governance Code, the following tables show the benefits granted and remuneration paid out to individual members of the Board of Management in the year under review.

The basic remuneration, remuneration in kind/fringe benefits and pension expenses (sum of personnel expenses for defined benefit plans and defined contribution plans) are in accordance with German Accounting Standard No. 17 (DRS 17). There are some deviations with regard to the variable annual and multi-year remuneration components.

The following tables show the benefits granted and the remuneration paid out in accordance with the German Corporate Governance Code:

Benefits granted in accordance with the German Corporate Governance Code¹

€	Joachim Wenning				Thomas Blunck			
	Chairman of the Board of Management				Board member			
	2020	2020 (min)	2020 (max)	2019	2020	2020 (min)	2020 (max)	2019
Basic remuneration	2,325,000	2,325,000	2,325,000	2,225,000	1,125,000	1,125,000	1,125,000	1,075,000
Remuneration in kind/fringe benefits	37,149	37,149	37,149	40,963	32,093	32,093	32,093	33,913
Total	2,362,149	2,362,149	2,362,149	2,265,963	1,157,093	1,157,093	1,157,093	1,108,913
One-year variable remuneration								
Annual bonus 2019				667,500				322,500
Annual bonus 2020	697,500	0	1,395,000		337,500	0	675,000	
Multi-year variable remuneration								
Multi-year bonus 2019				1,557,500				752,500
Multi-year bonus 2020	1,627,500	0	3,255,000		787,500	0	1,575,000	
Other								
Total	4,687,149	2,362,149	7,012,149	4,490,963	2,282,093	1,157,093	3,407,093	2,183,913
Pension expenses	1,187,267	1,187,267	1,187,267	1,136,393	575,154	575,154	575,154	561,321
Total remuneration	5,874,416	3,549,416	8,199,416	5,627,356	2,857,247	1,732,247	3,982,247	2,745,234

€	Nicholas Gartside				Doris Höpke			
	Board member (since 18 March 2019)				Board member			
	2020	2020 (min)	2020 (max)	2019	2020	2020 (min)	2020 (max)	2019
Basic remuneration	1,125,000	1,125,000	1,125,000	848,909	1,125,000	1,125,000	1,125,000	1,075,000
Remuneration in kind/fringe benefits	22,625	22,625	22,625	19,478	26,919	26,919	26,919	31,532
Total	1,147,625	1,147,625	1,147,625	868,387	1,151,919	1,151,919	1,151,919	1,106,532
One-year variable remuneration								
Annual bonus 2019				254,673				322,500
Annual bonus 2020	337,500	0	675,000		337,500	0	675,000	
Multi-year variable remuneration								
Multi-year bonus 2019				594,236				752,500
Multi-year bonus 2020	787,500	0	1,575,000		787,500	0	1,575,000	
Other ²	573,750	573,750	573,750	411,188				
Total	2,846,375	1,721,375	3,971,375	2,128,484	2,276,919	1,151,919	3,401,919	2,181,532
Pension expenses					574,356	574,356	574,356	548,842
Total remuneration	2,846,375	1,721,375	3,971,375	2,128,484	2,851,275	1,726,275	3,976,275	2,730,374

€	Torsten Jeworrek				Christoph Jurecka			
	Board member				Board member			
	2020	2020 (min)	2020 (max)	2019	2020	2020 (min)	2020 (max)	2019
Basic remuneration	1,625,000	1,625,000	1,625,000	1,550,000	1,500,000	1,500,000	1,500,000	1,300,000
Remuneration in kind/fringe benefits	39,029	39,029	39,029	38,286	24,240	24,240	24,240	30,041
Total	1,664,029	1,664,029	1,664,029	1,588,286	1,524,240	1,524,240	1,524,240	1,330,041
One-year variable remuneration								
Annual bonus 2019				465,000				390,000
Annual bonus 2020	487,500	0	975,000		450,000	0	900,000	
Multi-year variable remuneration								
Multi-year bonus 2019				1,085,000				910,000
Multi-year bonus 2020	1,137,500	0	2,275,000		1,050,000	0	2,100,000	
Other								
Total	3,289,029	1,664,029	4,914,029	3,138,286	3,024,240	1,524,240	4,524,240	2,630,041
Pension expenses	876,204	876,204	876,204	854,034	765,000	765,000	765,000	663,000
Total remuneration	4,165,233	2,540,233	5,790,233	3,992,320	3,789,240	2,289,240	5,289,240	3,293,041

See the end of the table for footnotes.

→	Achim Kassow				Hermann Pohlchristoph			
	Board member (since 1 May 2020)				Board member (until 30 April 2020)			
€	2020	2020 (min)	2020 (max)	2019	2020	2020 (min)	2020 (max)	2019
Basic remuneration	750,000	750,000	750,000	-	358,333	358,333	358,333	1,075,000
Remuneration in kind/fringe benefits	46,036	46,036	46,036	-	15,185	15,185	15,185	48,370
Total	796,036	796,036	796,036	-	373,518	373,518	373,518	1,123,370
One-year variable remuneration								
Annual bonus 2019				-				322,500
Annual bonus 2020	225,000	0	450,000		107,500	0	215,000	
Multi-year variable remuneration								
Multi-year bonus 2019				-				752,500
Multi-year bonus 2020	525,000	0	1,050,000		250,833	0	501,667	
Other ³	382,500	382,500	382,500					
Total	1,928,536	1,178,536	2,678,536	-	731,851	373,518	1,090,185	2,198,370
Pension expenses					182,750	182,750	182,750	548,574
Total remuneration	1,928,536	1,178,536	2,678,536	-	914,601	556,268	1,272,935	2,746,944

→	Total ⁴				Markus Rieß			
					Board member thereof for Munich Reinsurance Company			
€	2020	2020 (min)	2020 (max)	2019	2020	2020 (min)	2020 (max)	2019
Basic remuneration	2,750,000	2,750,000	2,750,000	2,675,000	500,000	500,000	500,000	425,000
Remuneration in kind/fringe benefits	116,944	116,944	116,944	119,459	36,654	36,654	36,654	23,888
Total	2,866,944	2,866,944	2,866,944	2,794,459	536,654	536,654	536,654	448,888
One-year variable remuneration								
Annual bonus 2019				127,500				127,500
Annual bonus 2020	150,000	0	300,000		150,000	0	300,000	0
Multi-year variable remuneration								
Multi-year bonus 2019				297,500				297,500
Multi-year bonus 2020	350,000	0	700,000		350,000	0	700,000	0
Other								
Total	3,366,944	2,866,944	3,866,944	3,219,459	1,036,654	536,654	1,536,654	873,888
Pension expenses	830,796	830,796	830,796	791,092	268,296	268,296	268,296	228,592
Total remuneration	4,197,740	3,697,740	4,697,740	4,010,551	1,304,950	804,950	1,804,950	1,102,480

→	Peter Röder			
	Board member			
€	2020	2020 (min)	2020 (max)	2019
Basic remuneration	1,125,000	1,125,000	1,125,000	1,075,000
Remuneration in kind/fringe benefits	35,060	35,060	35,060	30,446
Total	1,160,060	1,160,060	1,160,060	1,105,446
One-year variable remuneration				
Annual bonus 2019				322,500
Annual bonus 2020	337,500	0	675,000	
Multi-year variable remuneration				
Multi-year bonus 2019				752,500
Multi-year bonus 2020	787,500	0	1,575,000	
Other				
Total	2,285,060	1,160,060	3,410,060	2,180,446
Pension expenses	571,572	571,572	571,572	554,553
Total remuneration	2,856,632	1,731,632	3,981,632	2,734,999

- Where necessary, amounts have been rounded to the nearest euro.
- Nicholas Gartside does not participate in an employer-financed pension. By way of compensation for this, a conditional one-off payment will be made at the end of his appointment. In the event of his death or disability prior to the end of his term of office, this payment will be made pro rata temporis for the period until then.
- Achim Kassow does not participate in an employer-financed pension. By way of compensation for this, a conditional monthly payment was made along with other remuneration.
- Markus Rieß' remuneration also includes compensation components and pension expenses for work at ERGO Group AG.

Remuneration paid in accordance with the German Corporate Governance Code¹

	Joachim Wenning			Thomas Blunck		
	Chairman of the Board of Management			Board member		
€	2020	2019	Overall performance evaluation in %	2020	2019	Overall performance evaluation in %
Basic remuneration	2,325,000	2,225,000		1,125,000	1,075,000	
Remuneration in kind/fringe benefits	37,149	40,963		32,093	33,913	
Total	2,362,149	2,265,963		1,157,093	1,108,913	
One-year variable remuneration						
Annual bonus 2019 ²		867,750	130		419,250	130
Annual bonus 2020 ³	0		0	0		0
Multi-year variable remuneration ⁴						
Multi-year performance 2017-2019 ^{2, 5}		1,604,423	94		863,870	86
Other						
Total	2,362,149	4,738,136		1,157,093	2,392,033	
Pension expenses	1,187,267	1,136,393		575,154	561,321	
Total remuneration	3,549,416	5,874,529		1,732,247	2,953,354	

	Nicholas Gartside			Doris Höpke		
	Board member (since 18 March 2019)			Board member		
€	2020	2019	Overall performance evaluation in %	2020	2019	Overall performance evaluation in %
Basic remuneration	1,125,000	848,909		1,125,000	1,075,000	
Remuneration in kind/fringe benefits	22,625	19,478		26,919	31,532	
Total	1,147,625	868,387		1,151,919	1,106,532	
One-year variable remuneration						
Annual bonus 2019 ²		331,075	130		419,250	130
Annual bonus 2020 ³	0		0	0		0
Multi-year variable remuneration ⁴						
Multi-year performance 2017-2019 ^{2, 5}		-			823,690	82
Other ⁶	573,750	411,188				
Total	1,721,375	1,610,650		1,151,919	2,349,472	
Pension expenses	-	-		574,356	548,842	
Total remuneration	1,721,375	1,610,650		1,726,275	2,898,314	

See the end of the table for footnotes.

→	Torsten Jeworrek			Christoph Jurecka		
	Board member			Board member		
	2020	2019	Overall performance evaluation in %	2020	2019	Overall performance evaluation in %
€	2020	2019		2020	2019	
Basic remuneration	1,625,000	1,550,000		1,500,000	1,300,000	
Remuneration in kind/fringe benefits	39,029	38,286		24,240	30,041	
Total	1,664,029	1,588,286		1,524,240	1,330,041	
One-year variable remuneration						
Annual bonus 2019 ²		604,500	130		507,000	130
Annual bonus 2020 ³	0		0	0		0
Multi-year variable remuneration ⁴						
Multi-year performance 2017-2019 ^{2, 5}		1,185,310	82		-	
Other						
Total	1,664,029	3,378,096		1,524,240	1,837,041	
Pension expenses	876,204	854,034		765,000	663,000	
Total remuneration	2,540,233	4,232,130		2,289,240	2,500,041	

→	Achim Kassow			Hermann Pohlchristoph		
	Board member (since 1 May 2020)			Board member (until 30 April 2020)		
	2020	2019	Overall performance evaluation in %	2020	2019	Overall performance evaluation in %
€	2020	2019		2020	2019	
Basic remuneration	750,000	-		358,333	1,075,000	
Remuneration in kind/fringe benefits	46,036	-		15,185	48,370	
Total	796,036	-		373,518	1,123,370	
One-year variable remuneration						
Annual bonus 2019 ²		-			419,250	130
Annual bonus 2020 ³	0		0	0		0
Multi-year variable remuneration ⁴						
Multi-year performance 2017-2019 ^{2, 5}		-			507,640	84
Other ⁷	382,500					
Total	1,178,536	-		373,518	2,050,260	
Pension expenses		-		182,750	548,574	
Total remuneration	1,178,536	-		556,268	2,598,834	

See the end of the table for footnotes.

		Markus Rieß			
		Board member			
		Munich Reinsurance Company			
		Total ⁸		thereof for Munich Reinsurance Company	
				Overall performance evaluation	
				in %	
€		2020	2019	2020	2019
Basic remuneration		2,750,000	2,675,000	500,000	425,000
Remuneration in kind/fringe benefits		116,944	119,459	36,654	23,888
Total		2,866,944	2,794,459	536,654	448,888
One-year variable remuneration					
Annual bonus 2019 ²			165,750		165,750
Annual bonus 2020 ³		0		0	0
Multi-year variable remuneration ⁴					
Multi-year performance 2017-2019 ^{2, 5}			1,801,166		700,088
Other					
Total		2,866,944	4,761,375	536,654	1,314,726
Pension expenses		830,796	791,092	268,296	228,592
Total remuneration		3,697,740	5,552,467	804,950	1,543,318

		Peter Röder			
		Board member			
		Munich Reinsurance Company			
				Overall performance evaluation	
				in %	
€		2020	2019	2020	2019
Basic remuneration		1,125,000	1,075,000		
Remuneration in kind/fringe benefits		35,060	30,446		
Total		1,160,060	1,105,446		
One-year variable remuneration					
Annual bonus 2019 ²			419,250		130
Annual bonus 2020 ³		0			0
Multi-year variable remuneration ⁴					
Multi-year performance 2017-2019 ^{2, 5}			823,690		82
Other					
Total		1,160,060	2,348,386		
Pension expenses		571,572	554,553		
Total remuneration		1,731,632	2,902,939		

- 1 Where necessary, amounts have been rounded to the nearest euro.
- 2 In the 2019 Annual Report, the amounts to be paid for the 2019 annual bonus and multi-year performance 2017-2019 were recognised on the basis of the provisions, as no Supervisory Board resolution had yet been passed on the actual bonus amounts to be paid. The Annual Report for 2020 shows the actual amounts set by the Supervisory Board and to be paid out for 2019.
- 3 At the time of preparation of this report, no Supervisory Board resolution had yet been passed on the amounts to be paid for the 2020 annual bonus; the amount shown is based on estimates and the relevant provisions posted.
- 4 Owing to the change made in 2018 to the term of the multi-year variable remuneration component from three to four years, no multi-year component ended in 2020.
- 5 The multi-year performance component paid annually through and including 2017 was geared to the success of the fields of business and personal performance of the members of the Board of Management, for which three-year objectives were agreed. In addition, the Supervisory Board assessed the overall performance of the Board of Management as a whole and the individual Board members, and it also took into account developments during the appraisal period that are beyond the influence of the Board. Payment was effected in the fourth year, with 25% of the net payout amount to be invested in Munich Reinsurance Company shares that must be held for at least a two-year period.
- 6 Nicholas Gartside does not participate in an employer-financed pension. By way of compensation for this, a conditional one-off payment will be made at the end of his appointment. In the event of his death or disability prior to the end of his term of office, this payment will be made pro rata temporis for the period until then.
- 7 Achim Kassow does not participate in an employer-financed pension. By way of compensation for this, a conditional monthly payment was made along with other remuneration.
- 8 Markus Rieß' remuneration also includes compensation components and pension expenses for work at ERGO Group AG.

As an addendum to page 40 of the annual report:

Board of Management annual bonus – Achievement of objective in 2020

At its meeting on 16 March 2021, Munich Reinsurance Company's Supervisory Board passed a resolution on the 2020 annual bonus. An IFRS consolidated result of €1.211m was achieved in 2020; this constitutes 0% of the objective according to the established linear scaling. After evaluating the overall performance, the Supervisory Board decided, based on the pre-defined criteria, to undertake no loading or reduction of this amount.