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Munich RE 



Global Diversity, Equity & Inclusion Commitment



Diversity, Equity & Inclusion foster innovation and resilience and enable us to act braver and better.

Embracing the power of DEI is at the core of who we are.

Munich Re DEI Vision Statement



Our DEI vision

Diversity, Equity and Inclusion (DEI) are foundational to Munich Re Group. They are an essential part of our business strategy, woven deep into the fibre of our culture and business operations. In alignment with the Business Strategy and Code of Conduct, the Munich Re Global Diversity, Equity and Inclusion Commitment sets out our steadfastness in embedding DEI in our daily business. It encompasses our employees, clients, business partners and communities.

A targeted and actively managed approach to diversity, equity and inclusion sets the standards and needs of today's diverse society and prepares us for the future. We meet DEI challenges and opportunities at their root, while creating a global umbrella in order to benefit from synergies within the Group and accelerate our progress.

The purpose of the Global Diversity, Equity, and Inclusion Commitment is to establish a global standard for DEI across all organizations within the Group. This commitment serves as a guiding anchor, underscoring the commitment to excellence in fostering diversity, promoting inclusivity, and ensuring equitable practices. The Commitment is supported by global and local DEI strategies for all parts of the Group.

Our DEI definitions

Munich Re defines **diversity** as the presence of varying visible and non-visible identities within a given setting. Our employees are our most valuable asset, and we see the diversity of our employees as key to the Group's success.

We see **equity** as the process of identifying, addressing, and eliminating systemic barriers to ensure fairness in outcomes for all individuals.

Inclusion is regarded as the collective actions taken to understand and embrace the unique identities of all individuals so that they feel welcomed, valued, and supported.

Our DEI principles

DEI is a key driver for our success

An increasingly complex and fast changing world requires diverse ways of thinking and decision making in achieving Munich Re's strategic goals and objectives and serving our clients, investors, communities and stakeholders. Diversity, equity and inclusion are catalysts for our problem-solving skills. Teams that embrace diverse perspectives become more creative and innovative, offering solutions that reflect a spectrum of viewpoints, reflective of our world today.

DEI goes beyond anti-discrimination

Our commitment to DEI is about ensuring every employee has an equal chance to thrive and contribute. Our dedication to diversity extends beyond anti-discrimination efforts. It's a strategic approach, rooted in providing equitable opportunities and actively promoting a working environment free from exclusion where people feel like they belong and can bring their full talents to work.

DEI is more than just the visible

DEI is not only about aspects such as gender and gender identity, race and ethnicity, religion, age, disabilities, nationality or cultural differences, and sexual orientation, but also inherent characteristics such as experience, skills, education or personality. Together, we benefit from those differences through a diversity of skills, perceptions and approaches. DEI ensures that these qualities are embraced, irrespective of identity, and means individuals being valued for their uniqueness and ability to be their authentic selves.

DEI capitalises on the benefits from differences

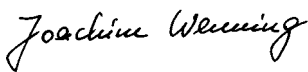
The crucial factor is not the mere presence of diversity but capitalising on the benefits of those differences and using this actively and purposefully in the Group. By recognising and understanding differences, we create mutual respect and benefit when all employees reach their fullest potential.

DEI supports an environment where everyone can thrive

DEI forms the bedrock of an open corporate culture grounded in a spirit of partnership, creating a workplace that practices acceptance, humanity and trust. Inclusion is not a mere buzzword but a transformative process requiring a shift in attitude and behaviour, encouraging personal development and embracing the richness of diverse talents. DEI demands flexibility, not just in acknowledging individuality but actively accommodating it.

Our DEI commitment

We embrace our dedication to be open and fair, to honour the principles above, and to act in that spirit internally and externally. The commitment to actively live diversity, equity and inclusion involves everyone at the Munich Re Group, from the highest management levels to every individual person. We actively promote this approach and demand it from our organisation.



Joachim Wenning
Chair of the
Board of Management



Thomas Blunck
Member of the
Board of Management



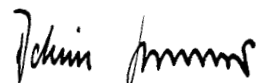
Nicholas Gartside
Member of the
Board of Management



Stefan Golling
Member of the
Board of Management



Christoph Jurecka
Member of the
Board of Management



Achim Kassow
Member of the
Board of Management



Michael Kerner
Member of the
Board of Management



Clarisse Kopff
Member of the
Board of Management



Mari-Lizette Malherbe
Member of the
Board of Management



Markus RieB
Member of the
Board of Management

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Königinstrasse 107, 80802 München, Germany

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