
Management salary report

in DKK'000

| | <u>2022</u> | <u>2021</u> |
|---|---------------|---------------|
| Net operating expenses include the following staff costs: | | |
| Wages and salaries | 68.113 | 68.883 |
| Other expenses for social security | 5.604 | 6.224 |
| Pension scheme contributions | 7.756 | 9.001 |
| Payroll tax | 9.381 | 8.694 |
| | <u>90.854</u> | <u>92.802</u> |

Total remuneration paid to:

Board of Directors

| | | |
|-----------------|--------------|---------------|
| Number | 6 | 6 |
| Fixed salary | 6.891 | 10.118 |
| Variable salary | 0 | 0 |
| | <u>6.891</u> | <u>10.118</u> |

Remuneration of the Board of directors:

| | | |
|--|--------------|---------------|
| Richard Bader (entered 07.02.2022)* | 4.199 | 7.591 |
| Christof Flosbach (entered 26.04.2019)* | 2.622 | 2.447 |
| Oliver Wild (entered 23.11.2015) | 0 | 0 |
| Anja Berner (entered 26.04.2019) | 0 | 0 |
| Peter Fobian (entered 13.03.2012) | 40 | 40 |
| Sebastian Ambæk Larsen (entered 19.04.2022) | 30 | 40 |
| | <u>6.891</u> | <u>10.118</u> |

Audit Committee:

| | | |
|--------------------------------------|----------|----------|
| Oliver Wild (entered 23.11.2015) | 0 | 0 |
| Anja Berner (entered 26.04.2019) | 0 | 0 |
| Gabrielle Bayer (entered 24.02.2020) | 0 | 0 |
| | <u>0</u> | <u>0</u> |

Board of Management:*

| | | |
|--|--------------|--------------|
| Number | 3 | 3 |
| Wages and salaries (Fixed remuneration) | 7.862 | 6.043 |
| Bonuses (variable remuneration) | 0 | 2.039 |
| Pension benefits (Fixed remuneration) | 710 | 437 |
| Remuneration of the Board of Management | <u>8.572</u> | <u>8.519</u> |
| CEO Beata Kalitowska | 4.017 | 3.964 |
| COO David Kraul | 2.560 | 2.560 |
| CFO Peter Steen Olsen | 1.994 | 1.995 |
| Paid remuneration to the Board of Management | <u>8.571</u> | <u>8.519</u> |

Other employees with activities of considerable influence on the company's risk profile:

| | | |
|--|--------------|--------------|
| Number | 6 | 6 |
| Wages and salaries (Fixed remuneration) ** | 6.270 | 5.325 |
| Bonuses (variable remuneration) | 478 | 650 |
| Pension benefits (Fixed remuneration) | 1.040 | 1.012 |
| | <u>7.788</u> | <u>6.987</u> |

There is no pension obligations towards the BoD or the BoM.

* Remuneration is the total remuneration for CEO or board positions within the Munich Re Group.

** The entry fixed salary includes fixed salary and tax value of company car, telephone etc.

Incentive Schemes

There are no financial incentive schemes for The Board of Management.

The company has been informed that the Board of Directors and Board of Management has not received any fees from other companies in the Group.