Management salary report

2022 2021 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 92.802 Total remuneration paid to: Board of Directors Number 6 6 Fixed salary 0 0 Variable salary 0 0 Christof Flosbach (entered 07.02.2022)* 4.199 7.591 Christof Flosbach (entered 25.04.2019)* 0 0 Opter Wild (entered 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Sebartian (entered 26.04.2019) 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 Ga	in DKK'000		
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 90.854 92.802 Total remuneration paid to: 90.854 92.802 Board of Directors 6.891 10.118 Number 6.891 10.118 Variable salary 0 0 Variable salary 0 0 Christof Flosbach (entered 07.02.2022)* 4.199 7.591 Christof Flosbach (entered 23.04.2019)* 0.6.891 10.118 Remuneration of the Board of directors: 0 0 Richard Bader (entered 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Audit Comittee: 0 0 0 0 Oliver Wild (entered 24.04.02.020) 0 0 0 0 Board of Management:* Number 3 3 3 3		2022	2021
Other expenses for social security 5.604 6.224 Pension scheme contributions 7.756 9.001 Payroll tax 9.381 8.694 90.854 92.802 92.802 Total remuneration paid to: 90.854 92.802 Board of Directors 0 0 0 Number 6 6 6 Fixed salary 0 0 0 0 Variable salary 0.2022)* 4.199 7.591 Christof Flosbach (entered 07.02.2022)* 4.199 7.591 0 0 Christof Flosbach (entered 26.04.2019)* 2.622 2.447 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 0 0 Peter Fobian (entered 23.11.2015) 0 0 0 0 0 Audit Comittee: 0 0 0 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 0 0 0 0 0 0	Net operating expenses include the following staff costs:		
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Payroll tax 9.381 8.694 Total remuneration paid to: 90.854 92.802 Board of Directors 90.854 92.802 Number 6 6 Fixed salary 0 0 Variable salary 0 0 Variable salary 0 0 Remuneration of the Board of directors: 6.891 10.118 Remuneration of the Board of directors: 0 0 Richard Bader (entered 26.04.2019)* 2.622 2.447 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 0 0 0 Oliver Wild (entered 26.04.2019) 0 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 0 Board of Management:* 0 0 0 Number 3 3 3 3 Vages and salaries (Fixed remuneration) 7.862 6.043 6.043 Bonuses (variable remuneration	Other expenses for social security	5.604	6.224
Total remuneration paid to: 90.854 92.802 Board of Directors 90.854 92.802 Number 6 6 Fixed salary 0 0 Variable salary 0 0 Variable salary 0 0 Segment Salary 0 0 Christof Flosbach (entered 07.02.2022)* 4.199 7.591 Christof Flosbach (entered 23.11.2015) 0 0 Anja Berner (entered 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Audit Comittee: 0 0 0 0 Oliver Wild (entered 24.02.2020) 0 0 0 0 Board of Management:* 0 0 0 0 0 Number 3 3 3 3 3 3 3	Pension scheme contributions	7.756	9.001
Total remuneration paid to: Board of Directors Number 6 6 Fixed salary 0 0 Variable salary 0 0 Remuneration of the Board of directors: 6.891 10.118 Remuneration of the Board of directors: 6.891 10.118 Remuneration of the Board of directors: 6.891 10.118 Remuneration of the Board of directors: 4.199 7.591 Christof Flosbach (entered 26.04.2019)* 2.622 2.447 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 13.03.2012) 40 40 9 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 0 Board of Management:* 0 0 0 0 Number 3 3 3 3 3 3 <t< td=""><td>Payroll tax</td><td>9.381</td><td>8.694</td></t<>	Payroll tax	9.381	8.694
Board of Directors Number Fixed salary 6 6 Variable salary 0 0 Variable salary 0 0 Variable salary 0 0 Remuneration of the Board of directors: 6.891 10.118 Remuneration of the Board of directors: 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 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Audit Comittee: 0 0 0 0 Oliver Wild (entered 24.02.2020) 0 0 0 0 Board of Management:* 0 0 0 0 0 Number 3 3 3 3 3 3 3 3 CEO Beata Kalitowska 4.017<		90.854	92.802
Number Fixed salary 6 6 6 Variable salary 0 0 0 Variable salary 0 0 0 Remuneration of the Board of directors: 0 0 0 Richard Bader (entered 07.02.2022)* 4.199 7.591 0 Christof Flosbach (entered 26.04.2019)* 2.622 2.447 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 13.03.2012) 40 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 40 Audit Comittee: 0 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 0 0 Board of Management:* 0 0 0 0 0 Wumber 3 3 3 3 3 3 3 3 3	Total remuneration paid to:		
Fixed salary 6.891 10.118 Variable salary 0 0 Remuneration of the Board of directors: 6.891 10.118 Remuneration of the Board of directors: 6.891 10.118 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 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 0 Board of Management:* 0 0 0 Number 3 3 3 3 Wages and salaries (Fixed remuneration) 7.862 6.043 8.572 8.519 CEO Beata Kalitowska 4.017 3.964 2.550 2.560 2.560 CEO David Kraul 2.550 2.560	Board of Directors		
Variable salary 0 0 6.891 10.118 Remuneration of the Board of directors: Richard Bader (entered 07.02.2022)* 4.199 Christof Flosbach (entered 23.11.2015) 0 Oliver Wild (entered 23.11.2015) 0 Anja Berner (entered 13.03.2012) 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 Audit Comittee: 0 Oliver Wild (entered 23.11.2015) 0 Audit Comittee: 0 Oliver Wild (entered 23.11.2015) 0 Anja Berner (entered 26.04.2019) 0 Gabrielle Bayer (entered 24.02.2020) 0 Board of Management:* 0 Number 3 3 Wages and salaries (Fixed remuneration) 7.862 6.043 Bonuses (variable remuneration) 710 437 Remuneration of the Board of Management 8.572 8.519 CEO Beata Kalitowska 4.017 3.964 COO David Kraul 2.560 2.560 CFO Peter Steen Olsen 1.994 1.995	Number	6	6
6.891 10.118 Remuneration of the Board of directors: 6.891 10.118 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 13.03.2012) 0 0 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 0 Mumber 3 3 3 Wages and salaries (Fixed remuneration) 7.862 6.043 Density (ranable remuneration) 710 437 Remuneration of the Board of Management 8.572 8.519 CEO Beata Kalitowska 4.017 3.964 COO David Kraul 2.550 2.550 CFO Peter Steen Olsen 1.994 1.995	Fixed salary	6.891	10.118
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 0 Anja Berner (entered 13.03.2012) 40 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 40 Audit Comittee: 6.891 10.118 40 40 Oliver Wild (entered 23.11.2015) 0 0 0 0 40 Audit Comittee: 0 <td>Variable salary</td> <td>0</td> <td>0</td>	Variable salary	0	0
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 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 6.891 10.118 Oliver Wild (entered 23.11.2015) 0 0 Anja Berner (entered 26.04.2019) 0 0 Gliver Wild (entered 23.11.2015) 0 0 Anja Berner (entered 26.04.2019) 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 Board of Management:* 0 0 Number 3 3 Wages and salaries (Fixed remuneration) 7.862 6.043 Bonuses (variable remuneration) 710 437 Remuneration of the Board of Management 8.572 8.519 CEO Beata Kalitowska 4.017 3.964 COD David Kraul 2.560 2.560 CFO Peter Steen Olsen 1.994 1.995		6.891	10.118
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 Audit Comittee: 0 0 0 Oliver Wild (entered 23.11.2015) 0 0 0 Anja Berner (entered 26.04.2019) 0 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 0 Board of Management:* 0 0 0 0 Number 3 3 3 3 3 Wages and salaries (Fixed remuneration) 7.862 6.043 6.043 Bonuses (variable remuneration) 710 437 437 Remuneration of the Board of Management 8.572 8.519 8.519 CEO Beata Kalitowska 4.017 3.964 2.560 2.560 CEO Peter Steen Olsen 1.994 1.995 1.994 1.995	Remuneration of the Board of directors:		
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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 Audit Comittee: 6.891 10.118 Oliver Wild (entered 23.11.2015) 0 0 Anja Berner (entered 26.04.2019) 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 Board of Management:* 0 0 0 Number 3 3 3 Wages and salaries (Fixed remuneration) 7.862 6.043 Bonuses (variable remuneration) 7.10 437 Remuneration of the Board of Management 8.572 8.519 CEO Beata Kalitowska 4.017 3.964 COO David Kraul 2.560 2.560 CFO Peter Steen Olsen 1.994 1.995			
Peter Fobian (entered 13.03.2012) 40 40 Sebastian Ambæk Larsen (entered 19.04.2022) 30 40 Audit Comittee: 6.891 10.118 Oliver Wild (entered 23.11.2015) 0 0 Anja Berner (entered 26.04.2019) 0 0 Gabrielle Bayer (entered 24.02.2020) 0 0 Board of Management:* 0 0 Number 3 3 Wages and salaries (Fixed remuneration) 7.862 6.043 Bonuses (variable remuneration) 710 437 Remuneration of the Board of Management 8.572 8.519 CEO Beata Kalitowska 4.017 3.964 COO David Kraul 2.560 2.560 CFO Peter Steen Olsen 1.994 1.995		0	0
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Audit Comittee:6.89110.118Oliver Wild (entered 23.11.2015)00Anja Berner (entered 26.04.2019)00Gabrielle Bayer (entered 24.02.2020)00Board of Management:*00Number33Wages and salaries (Fixed remuneration)7.8626.043Bonuses (variable remuneration)710437Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995			
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Oliver Wild (entered 23.11.2015)00Anja Berner (entered 26.04.2019)00Gabrielle Bayer (entered 24.02.2020)00Board of Management:*00Number33Wages and salaries (Fixed remuneration)7.8626.043Bonuses (variable remuneration)02.039Pension benefits (Fixed remuneration)710437Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995	Audit Comittee:	6.891	10.118
Anja Berner (entered 26.04.2019)00Gabrielle Bayer (entered 24.02.2020)00Board of Management:*00Number33Wages and salaries (Fixed remuneration)7.8626.043Bonuses (variable remuneration)02.039Pension benefits (Fixed remuneration)710437Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995		<u> </u>	
Gabrielle Bayer (entered 24.02.2020)00Board of Management:*00Number33Wages and salaries (Fixed remuneration)7.8626.043Bonuses (variable remuneration)02.039Pension benefits (Fixed remuneration)710437Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995			
Board of Management:*Number3Number3Wages and salaries (Fixed remuneration)7.862Bonuses (variable remuneration)0Pension benefits (Fixed remuneration)710Remuneration of the Board of Management8.572CEO Beata Kalitowska4.017CEO Beata Kalitowska4.017CEO Peter Steen Olsen1.994			
Board of Management:*Number3Wages and salaries (Fixed remuneration)7.862Bonuses (variable remuneration)0Pension benefits (Fixed remuneration)710Pension benefits (Fixed remuneration)710Remuneration of the Board of Management8.572CEO Beata Kalitowska4.017CEO Beata Kalitowska4.017CEO Peter Steen Olsen1.994	Gabilelle Bayer (elitered 24.02.2020)		
Wages and salaries (Fixed remuneration)7.8626.043Bonuses (variable remuneration)02.039Pension benefits (Fixed remuneration)710437Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995	Board of Management:*		
Bonuses (variable remuneration)02.039Pension benefits (Fixed remuneration)710437Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995	Number	3	3
Bonuses (variable remuneration)02.039Pension benefits (Fixed remuneration)710437Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995	Wages and salaries (Fixed remuneration)	7.862	6.043
Remuneration of the Board of Management8.5728.519CEO Beata Kalitowska4.0173.964COO David Kraul2.5602.560CFO Peter Steen Olsen1.9941.995		0	2.039
CEO Beata Kalitowska 4.017 3.964 COO David Kraul 2.560 2.560 CFO Peter Steen Olsen 1.994 1.995	Pension benefits (Fixed remuneration)	710	437
COO David Kraul 2.560 2.560 CFO Peter Steen Olsen 1.994 1.995	Remuneration of the Board of Management	8.572	8.519
CFO Peter Steen Olsen 1.994 1.995	CEO Beata Kalitowska	4.017	3.964
Paid remuneration to the Board of Management8.5718.519	CFO Peter Steen Olsen	1.994	1.995
	Paid remuneration to the Board of Management	8.571	8.519

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
	7.788	6.987

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.