



# Committed employees – the basis of our success

# ERGO

A Munich Re company

With their personality, knowledge and commitment, over 37,000 employees and self-employed sales agents form the basis of our corporate success. We promote their development and health, help them strike their ideal work-life balance and we make equal opportunities a priority.

## Promoting development and health

All employees at ERGO should be able to develop in the best possible way. We support them in this through professional and personal development. We focus particularly on developing digital skills. Job entrants can enroll in a trainee programme with us. We also offer qualified commercial training and dual study programmes. We nurture the leadership potential of talented young employees and offer managers suitable programmes for further development.

We promote our employees' health with a variety of offerings and ensure occupational safety through various measures. We recognise our employees' hard work through performance-related pay and various social benefits.

## Maintaining work-life harmony

Enabling our employees to achieve a good balance between their work and their personal lives is part and parcel of our corporate culture. The support we offer them in Germany is geared to the requirements of different phases of life.

We offer a range of working time models and models for time off, such as temporary part-time working, options for working from home, or sabbaticals.

We support employees with children or employees who are carers through:



- All-day infant and childcare facilities
- Parent-and-child offices
- Organisation of holiday care
- Advice on au-pair services, childminders and carers
- Company parental leave
- Time off at short notice to care for relatives

## Gender Ambition

As part of our "Gender Ambition" programme, we aim to further increase the proportion of women in management positions. Our target: by the end of 2025, at least 40% of management positions and at least 25% of seats on the Board of Management are to be occupied by women.

## Embracing diversity and equal opportunities

People with different experience and qualifications and from different cultures and generations work at ERGO. We are enriched by this diversity and nurture it by promoting our employees' individual strengths. Our attitude towards tolerance, diversity and equal opportunities is expressed in our Code of Conduct.

Our employees also promote inclusion and support people of colour and LGBTQ+ individuals in various networks. We integrate people with disabilities on equal terms, with support from ERGO's Representative Body for Disabled Persons.

