

INVESTMENT COMMITTEE CHARTER
REINSURANCE GROUP OF AMERICA, INCORPORATED

I. Role of the Committee

The Investment Committee (the “Committee”) of Reinsurance Group of America, Incorporated (“Company”) was established by the Board of Directors (“Board”) to assist the Board in the oversight of investment strategies, activities, policies, performance and risk management. To fulfill its role, the Committee shall:

1. Review the Company’s consolidated investment strategy, including asset, liability, and risk management guidelines, policies, limits and procedures.
2. Review the quality, performance and risk characteristics of the Company’s investment portfolios, and the alignment of assets with mandate guidelines, including duration, designed to align the asset portfolio with corresponding liabilities.
3. Review strategies and policies relating to various categories of securities and other investments, including derivatives, and other tools and capabilities, with material risk implications.
4. Review and approve proposed changes to the Company’s Consolidated Investment Policy.
5. Review and monitor compliance with policies, guidelines and limits established for the Company’s consolidated investment portfolio and other reporting as appropriate or necessary.
6. Review market trends and implications for portfolio and investment risk management.
7. Review significant new investment asset classes and strategies.
8. Discuss with management at least annually external managers’ performance, expenses and any significant issues or expected changes.
9. Review and discuss with management any investment issues or considerations relating to Environmental, Social and Governance initiatives.
10. Participate in periodic discussions with the CIO, CEO and Chief Human Resources Officer, as appropriate, in connection with human resource and succession planning matters and the structure of the Company’s investments function.
11. Periodically review key Investment function initiatives and accomplishments.
12. Coordinate with the Risk Committee to ensure investment risk is consistent with overall enterprise risk tolerance.

II. Qualifications and Appointment of Committee Members

The Nominating and Governance Committee will review and evaluate the qualifications of directors to serve as members of the Committee. Upon the recommendation of the Nominating and Governance Committee, the Board will appoint Committee members and a Chair of the Committee. Committee members serve at the pleasure of the Board and for such term(s) as the Board may determine.

The Committee shall have no fewer than three members and may include the Chief Executive Officer. The Board shall appoint a Chairman of the Committee.

III. Authority

The Committee will have the resources and authority necessary to discharge its duties and responsibilities. The Committee has sole authority to retain and terminate experts or consultants, as it deems necessary to carry out its duties. The Committee may form and delegate authority to subcommittees and may delegate authority to one or more designated members of the Committee.

IV. Meetings and Reports to the Board of Directors

The Committee will meet as frequently as it deems necessary or appropriate to carry out its duties and responsibilities. The Committee will be governed by the same rules regarding meetings, action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board. The committee is authorized and empowered to adopt its own rules of procedure consistent with (a) any provision hereof, (b) any provision of the Bylaws of the Company, or (c) the laws of the state of Missouri. The Committee shall report its activities to the Board of Directors when and with such recommendations as deemed appropriate or required.

All directors that are not members of the Committee may attend meetings of the Committee but may not vote. In addition, the Committee may invite to its meetings any officer, or such other persons as it deems appropriate to discharge its responsibilities.

V. Annual Evaluation

The Committee shall participate in the annual evaluation process conducted by the Board. The Committee shall periodically review the adequacy of this charter and recommend to the Board any revisions the Committee deems necessary or desirable.

VI. Amendment

The Board shall have the sole authority to amend this charter.

Approved: June 15, 2020