NOMINATING AND GOVERNANCE COMMITTEE CHARTER

REINSURANCE GROUP OF AMERICA, INCORPORATED

Role of the Committee

The Nominating and Governance Committee (the “Committee”) is established by the Board of Directors (the “Board”) of Reinsurance Group of America, Incorporated (the “Company”) to assist the Board in fulfilling its responsibility to:

1. identifying individuals qualified to become members of the Board, consistent with criteria approved by the Board;
2. recommending candidates for election as a director at annual or special meetings of the shareholders or to be elected by the Board to fill any vacancies on the Board;
3. developing and recommending to the Board for adoption corporate governance guidelines applicable to the Company; and
4. overseeing evaluation of the Board and management.

Organization

The Board will review and evaluate the qualifications of directors to serve as members of the Committee and appoint Committee members and a Chair of the Committee. The Committee shall consist of no fewer than three members, with the exact number determined by the Board. Committee members serve at the pleasure of the Board and for such term or terms as the Board may determine or until such member’s earlier resignation or removal. Committee members may be replaced or removed, with or without cause, by a majority vote of the Board. Resignation or removal of a director from the Board will automatically constitute resignation or removal, as applicable, of such director from the Committee. The members of the Committee shall meet the director independence requirements of the New York Stock Exchange (“NYSE”).

The Committee chair shall, in consultation with other Committee members and management, set the agenda for and preside at the meetings of the Committee. In the absence of the Committee chair at a meeting, the Committee or the Committee chair shall select a member of the Committee to serve as chair at such meeting. The Committee shall meet at least four times a year and is authorized and empowered to adopt its own rules of procedure not inconsistent with any provisions hereof, the bylaws of the Company, or applicable law, regulation, or the NYSE listing standards. The Committee shall make regular reports to the Board about the Committee’s activities with such recommendations as deemed appropriate or required.

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 to one or more subcommittees all or any portion of the Committee’s authority, duties, and responsibilities, and may establish such rules as it determines necessary to conduct its business. All directors that are not members of the Committee may attend meetings of the Committee but may not vote. The Committee may invite to its meetings any director, officer, advisor or such other persons as the

Committee deems appropriate to discharge its duties.

Committee Duties and Responsibilities

In carrying out its responsibilities, the Committee shall:

1. recommend to the Board criteria for selecting qualified candidates for election to the Board, including consideration of, among other factors it deems appropriate, diversity of background, experience, skills, and perspectives;

2. lead the search for qualified candidates to serve on the Board;

3. retain and terminate any search firm to be used to identify director candidates, including sole authority to approve the search firm's fees and other retention terms;

4. recommend to the Board policies and procedures in consideration of director candidates recommended by security holders;

5. identify individuals qualified to become members of the Board, consistent with criteria approved by the Board, and propose nominees for election as directors at annual or special meetings of shareholders or to fill any vacancies on the Board in the interval between annual meetings of the shareholders;

6. recommend to the Board the members of the Board to be appointed as the Chairs and members of the committees of the Board;

7. recommend to the Board the procedures for interested parties to send communications to non-management directors;

8. develop and recommend to the Board a set of corporate governance guidelines;

9. oversee the evaluation of the Board, its committees and management and establish procedures by which the evaluations will be conducted;

10. oversee and review the orientation of new Board members and the continuing education of all directors, and identify opportunities for additional continuing education programs relevant to the directors' responsibilities;

11. annually review with the Chief Executive Officer of the Company ("CEO") his or her recommendations and evaluations of potential successors and any development plans recommended for such individuals, and consider and recommend to the Board a succession plan for the CEO;

12. conduct an appropriate review when a director is invited to serve on the board of directors, audit committee, or other significant committee of another company to assess their capacity to continue fully meeting their responsibilities;

13. review and approve related person transactions in accordance with applicable law, NYSE requirements, and Company policy;

14. support the Board in its oversight of sustainability and environmental, social, and governance ("ESG") matters, including the Company's strategy and stakeholder-related initiatives, and coordinate with other committees of the Board on sustainability and ESG topics; and

15. review the Company's policies and practices relating to political activities, including political contributions, lobbying, and public policy engagement, and receive periodic reports regarding such activities.

Annual Evaluation

The Committee shall no less than annually (i) review and evaluate its performance and the adequacy of this charter and (ii) recommend to the Board any revisions to this charter the Committee deems necessary or desirable.

Amendment

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

Revised: July 23, 2026