Gender Pay Gap Report 2025

RGA UK Services Limited

RGA is committed to fostering a company culture that is inclusive, collaborative, and socially responsible. We are strengthened by our diverse workforce and recognize that our employees are our greatest asset.

> "We are determined to create an inclusive organisation that appeals to the best people."

Pay equity is a powerful measure of workplace equity. Across our global operations, RGA has long been committed to ensuring equal pay for equal work. We confidently meet our equal pay obligations and regularly review our pay levels and practices to ensure that women and men are paid equally for doing equivalent jobs. We also monitor our reward procedures to ensure that they are gender neutral.

In line with that commitment, in 2025, we completed our eighth annual company-wide pay equity study conducted by a third-party consultant, which analysed the pay of employees globally in locations with 50 or more employees, representing ~95% of RGA's employees worldwide. Results of our world-wide pay equity study can be found here. These annual studies look at what men and women are paid for comparable roles in the same country. If these studies show undesirable movement in the male to female pay equity results and/or a statistically significant pay equity disparity at the individual level, further analysis is done and, where appropriate, pay adjustments are made.

RGA UK employs more than 250 individuals. Therefore, in line with UK Gender Pay Gap reporting regulations, RGA UK has developed its Gender Pay Gap Report for 2025.

Terms and Reporting Requirements Included in RGA UK's Gender Pay Gap Report

(For purposes of this report, the terms included are UK definitions.)

1. **What is the gender pay gap?**

   The gender pay gap shows the difference between the average earnings of men and women across a whole organisation. It is not the same as equal pay, which relates to whether men and women are paid equally for the same or similar work.

2. **Mean gender pay gap**

   The difference between the mean hourly rate of pay of male employees and that of female employees.

3. **Median gender pay gap**

   The difference between the median hourly rate of pay of male employees and that of female employees.

4. **Mean bonus gap**

   The difference between the mean bonus pay paid to male employees and that paid to female employees.

5. **Median bonus gap**

   The difference between the median bonus pay paid to male employees and that paid to female employees.

6. **Bonus proportions**

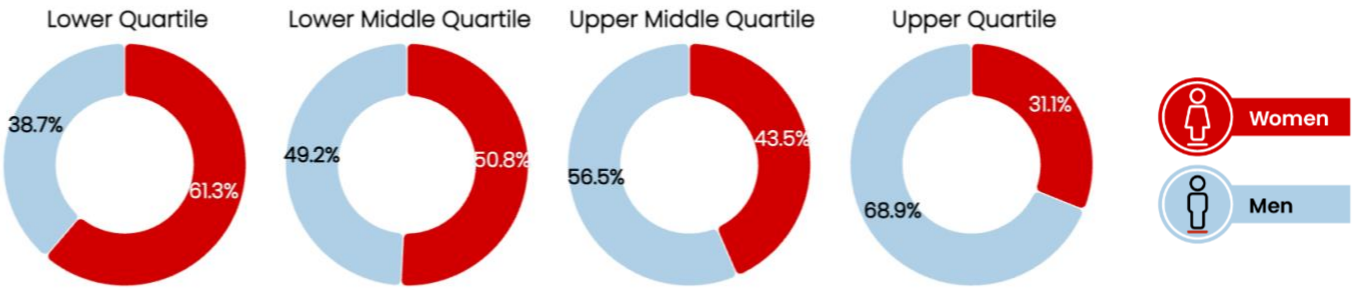
   The proportions of male and female employees who were paid bonus pay during the relevant period.

7. **Quartile pay bands**

   The proportions of male and female employees in the lower, lower middle, upper middle, and upper quartile pay bands.

RGA UK Results for 2025 UK Gender Pay Gap Analysis

Pay Quartiles



Gender Pay Gap Hourly Pay

Mean	Median
26.3%	**15.2%**

Percentage of People Receiving Bonus

Who received bonus pay?

Women	**77.7%**
Men	**85.7%**

Gender Pay Gap Bonus Pay

Mean	Median
48.7%	**54.1%**

Our Commitment

We are pleased to report meaningful progress in our 2025 Gender Pay Gap results. Our median hourly pay gap has improved to 15.23%, the lowest in three years, and our mean bonus gap has decreased significantly from 61.8% to 48.7%. Female representation in our upper quartile has also increased from 27.9% to 31.15%.

However, the results reveal that we continue to have proportionally more men in senior positions, which is reflected in the overall gender pay gap. RGA remains committed to improving representation of women at mid-to-senior levels to continue narrowing this gap.

In addition, we have launched various employee resources to support and encourage career development for female leadership across the organization. These include:

In 2025, our **Women Inspired Network (WIN) and Allies** formally transitioned into a **global Employee Resource Group**, connecting **EMEA,** the Americas, and APAC under a shared framework. This global model enables regions to collaborate more closely, share learning, and scale successful initiatives, while ensuring programming remains responsive to local workforce priorities.

Within **EMEA,** and particularly the **UK,** the network concentrated on inclusive development and advocacy aligned to key career and lifestage challenges. EMEA--wide events marked significant milestones,- such as **International Women's Day** and **World Menopause Day,** supported by locally -led **Circles discussions** in the UK addressing topics including assertiveness at work, wellbeing, and imposter syndrome. Building on previous advocacy, these conversations continue to reinforce awareness and understanding of menopause in the workplace, following the introduction of a formal UK menopause policy.

The **EMEA Circles Programme** remained a central pillar of engagement, creating regular, peer-led forums that connect employees across functions and levels. -Participation has increasingly included **male allies**, supported by EMEA-wide- programming for **International Men's Day**, recognising the importance of shared accountability in accelerating gender equality.

Globally, the WIN and Allies network also continued to advance executive sponsorship and mentoring, enabling women to gain exposure beyond their immediate roles, participate in stretch opportunities aligned to career aspirations, and build relationships with senior leaders across regions. Our US peers in the Win and Allies chapter focused on expanding access to leadership development, mentoring, and visibility opportunities. Initiatives included executive presence coaching, leadership panels, structured mentoring programmes, and facilitated networking forums, all designed to support women's readiness for senior roles and increase exposure across the business. At the same time, our Asia Pacific peers in the Win and Allies chapter gained rapid growth in membership, accompanied by expanded local programming, including speaker events across multiple markets and targeted engagement initiatives connecting employees with senior leaders and external partners. These activities supported early-career development, career confidence, and broader representation of women across diverse markets.

We recognise that closing the gender pay gap requires sustained, long-term commitment and will take time to be fully reflected in workforce data. However, through globally connected initiatives, locally relevant action and accountable leadership, we remain focused on creating equitable- opportunities for women and men across our UK business and the wider insurance industry.

The information provided in this written statement is accurate and is signed in accordance with the Gender Pay Gap reporting regulations.

Emma Ferris

Managing Director, UK