

PartnerRe



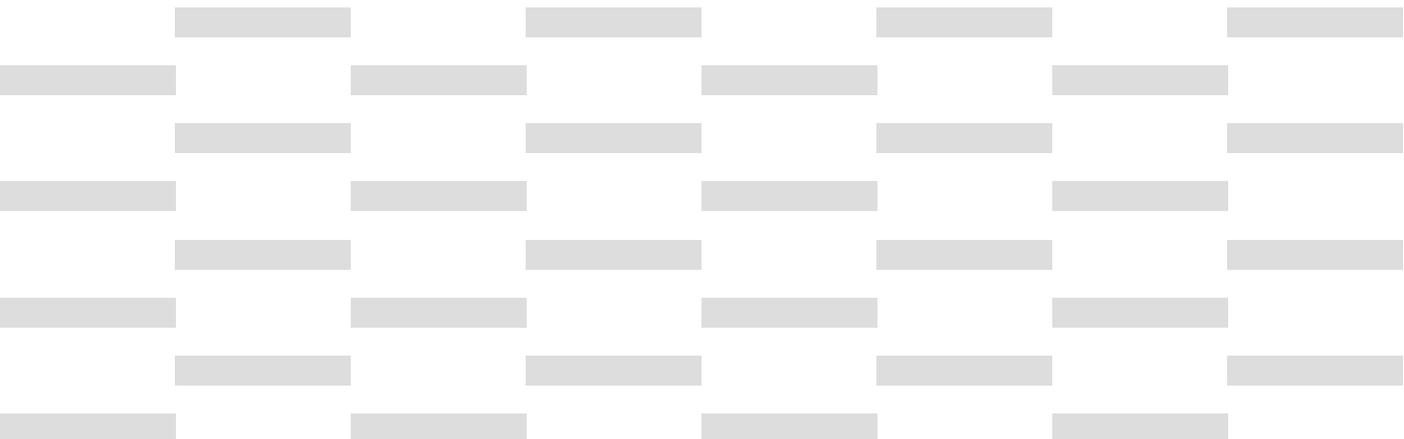
PartnerRe 2025 Gender Pay Gap Report





Contents

- 3 Foreward
- 4 Declaration
- 5 Terminology and Methodology Overview
- 6 PartnerRe Ireland Results
- 7 PartnerRe Ireland Results (Continued)
- 8 Our Results
- 9 Commitment to Reducing the Gap



Foreward



At PartnerRe, we are committed to creating an environment where every individual feels welcomed, included, and empowered to be themselves. As a global reinsurer, we bring together diverse perspectives and expertise to deliver innovative solutions to our clients worldwide. Our presence in Ireland is an integral part of our global operations, and we are proud of the talent and dedication of our teams here.

Publishing this Gender Pay Gap Report is an important part of this commitment. Transparency allows us to reflect on where we stand today, recognize progress, and identify areas where we can do better. We believe that advancement and opportunity should be driven by individual talent, effort, and achievement, and we are

dedicated to ensuring that gender does not present a barrier to this.

By monitoring and reporting on the measures outlined in this report, we hold ourselves accountable to making meaningful progress. This work is not only about compliance, but also about ensuring that all employees, regardless of gender, have equal opportunity to thrive and grow.

Through our inclusive culture, the work of our Employee Resource Groups, and our commitment to meritocracy, we will continue to build an environment where all voices are valued and where creativity and achievement can flourish. Closing the gender pay gap is part of that journey, and we remain committed to advancing equity across our organization.

Declaration



Jonathan Collelo
President of PartnerRe Ltd & Sponsor of D&I council

At PartnerRe, our strength lies in the richness of our global and diverse teams. By bringing together people with different perspectives, backgrounds, and experiences and embedding diversity and inclusion in how we work, we are building a culture where all employees feel included, supported, and able to succeed. In this way, advancement is shaped by both our inclusive culture and our commitment to meritocracy, ensuring every colleague has the opportunity to thrive.



Lisa Bolger
Chief People Officer

At PartnerRe, our commitment to diversity and inclusion is reflected in meaningful action across all stages of the employee journey. We embed D&I objectives into our company goals, strive to provide diverse candidate slates and interview panels, and strengthen our talent pipeline through a variety of channels. We also support grassroots efforts such as our Women's Employee Resource Group, which gives women a platform to share ideas and drive positive change within the company. By equipping our managers with inclusive recruitment training and fostering the growth of our ERGs, we are building a culture where everyone, regardless of gender, is empowered to reach their full potential.



Terminology and Methodology Overview

Reporting Context and Key Definitions

In accordance with Irish legislation, this report is based on pay data collected as of **June 30, 2025**, for the PartnerRe Ireland entity, which includes **178 employees**. The Gender Pay Gap measures the difference in average earnings between men and women across the entire workforce, using a set of key indicators.

Measuring the Gap – Definitions of Mean and Median

Mean Gender Pay Gap

The mean gender pay gap represents the average difference in pay between women and men. It is calculated by adding the total pay for each gender and dividing by the number of employees of that gender. The gap is then expressed as a percentage of the male average.

In the context of gender pay gap reporting, the mean provides an overall view of pay disparities. However, it can be influenced by very high or very low salaries, particularly in senior or specialized roles. As such, it helps highlight not only pay differences but also representation gaps in higher-paying positions.

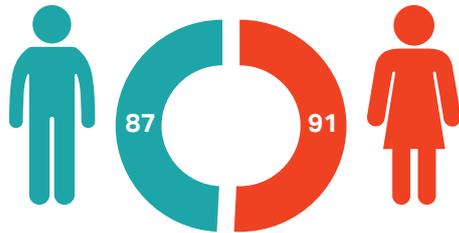
Median Gender Pay Gap

The median gender pay gap reflects the difference in pay between the middle-earning man and the middle-earning woman. The median is the value at the midpoint of a distribution—50% of employees earn less, and 50% earn more.

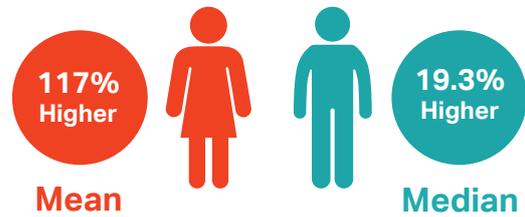
In gender pay gap reporting, the median is often considered a more representative indicator of the typical employee experience, as it is not affected by outliers. It provides a clearer picture of pay differences at the mid-levels of the organization, where most employees are situated.

PartnerRe Ireland Results

Population 2025

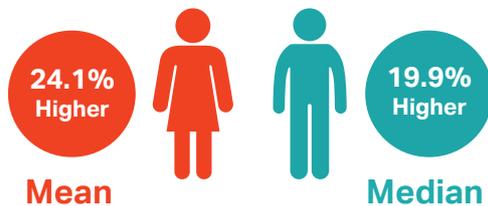


Bonus Pay Gap 2025 – Relevant Employees

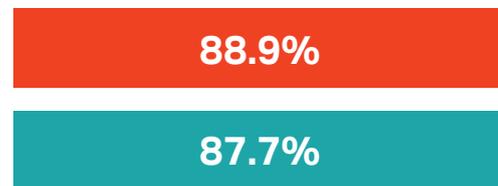


Gender Pay Gap 2025 – Relevant Employees

(81 women – 81 men)

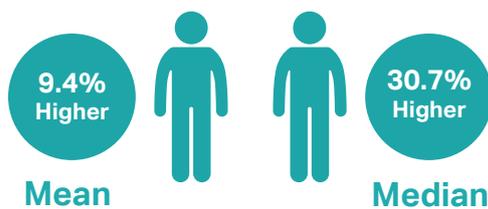


Proportion of bonus per gender 2025



Gender Pay Gap 2025 – Temporary Employees

(6 women – 6 men)



Bonus Pay Gap 2025 – Temporary Employees

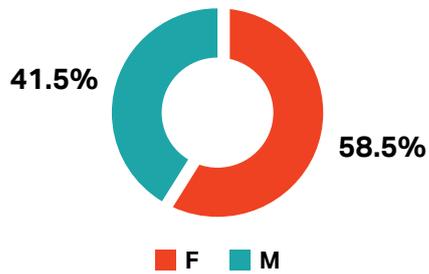
This indicator cannot be calculated for employees under temporary contracts, as they fall outside the scope of the standard HR cycle due to the nature of their employment terms. As a result, they are not included in the bonus scheme. To ensure fair compensation, an upward adjustment to their base salary is applied.

Part Time 2025

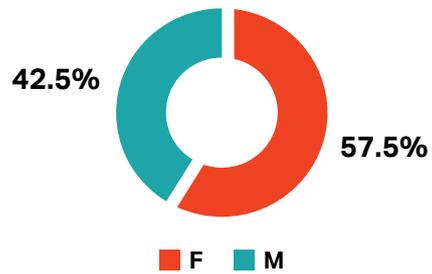
Since all part-time employees are women (4), this indicator cannot be meaningfully calculated or used for comparative analysis.

PartnerRe Ireland Results (continued)

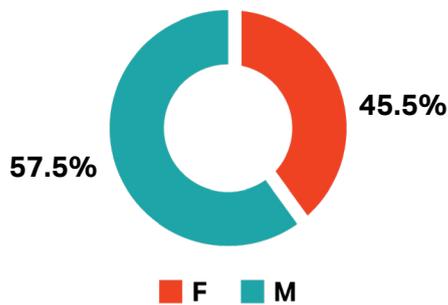
Lower Quartile



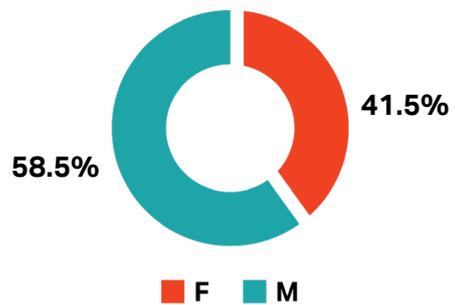
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Benefit-in-Kind 2025

As part of the Gender Pay Gap reporting requirements in Ireland, it is necessary to analyze differences in the treatment of employees regarding benefits in kind. At PartnerRe, all relevant employees are eligible for benefits in kind, regardless of their gender or working hours.

Our Results



As a global company, PartnerRe's workforce is spread across multiple offices. Our recruitment approach prioritizes skills and capabilities, while also considering geography, which naturally shapes the composition of our local teams. This context is important when interpreting our Irish Gender Pay Gap data.

In Ireland, the 2025 data shows that women earn on average 24.1% more than men, while the median pay is 19.9% higher for men, reflecting a broader range of roles held by women.

For bonus pay gap, the trend is similar: the mean bonus is 117% higher for women, but the median bonus is 19.3% higher for men, again highlighting structural differences in role distribution.

Looking at pay quartiles, women are more represented in the lower two quartiles, while men are more prominent in the upper two. This reflects a wider range of functions held by women, compared to a more concentrated distribution among men.



Commitment to Reducing the Gap

At PartnerRe, we are committed to advancing gender equity and building a workplace where inclusion is at the core of how we work. As part of our commitment to Diversity & Inclusion, we are taking concrete actions to promote fairness and transparency in compensation and career development.

- **Fostering Inclusive Growth:** Through our Women's ERG, we aim to better understand and address the factors that can accelerate career growth for all, while fostering a culture of connection and leadership across all levels.
- **Fair Pay Practices:** We continuously refine our compensation policies and apply both internal and external benchmarks to help ensure equitable treatment.
- **Global Monitoring:** We track gender equity KPIs across all locations to identify and address disparities, facilitating consistency in outcomes for roles of equal value.
- **Accountability:** Our global structure is supported by company wide standards and local actions, reinforcing our commitment to inclusive practices throughout the organization.

Closing the gender pay gap is not just about compliance, it demonstrates our focus on a workplace where career progression is guided by individual talent, effort, and achievements, with equitable opportunities for all.

partnerre.com

