

2025 Gender Pay Gap Report

Renaissance Services of Europe Limited

Renaissance Services of Europe Limited is an Irish subsidiary of RenaissanceRe. As a global property and casualty insurer, RenaissanceRe protects communities and enables prosperity around the world. RenaissanceRe combines data, technology and deep expertise to provide comprehensive risk solutions to our clients.

In keeping with Ireland’s Gender Pay Gap Information Act, this document is our gender pay gap report for 2025. While many of the values expressed in this document apply to RenaissanceRe globally, the specific metrics, statistics and policies mentioned refer to our operation and people employed by Renaissance Services of Europe Limited unless otherwise stated.

WHAT IS THE GENDER PAY GAP?

Under Irish legislation, organisations with more than 50 employees must publish gender pay gap data. This reporting compares the broad average and median pay of men and women across the organisation.

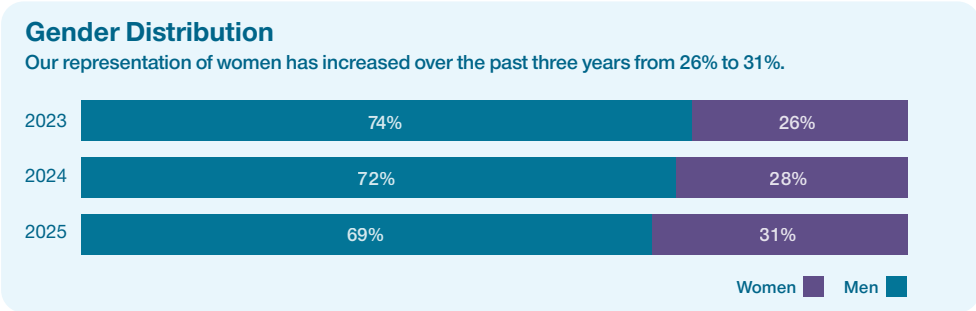
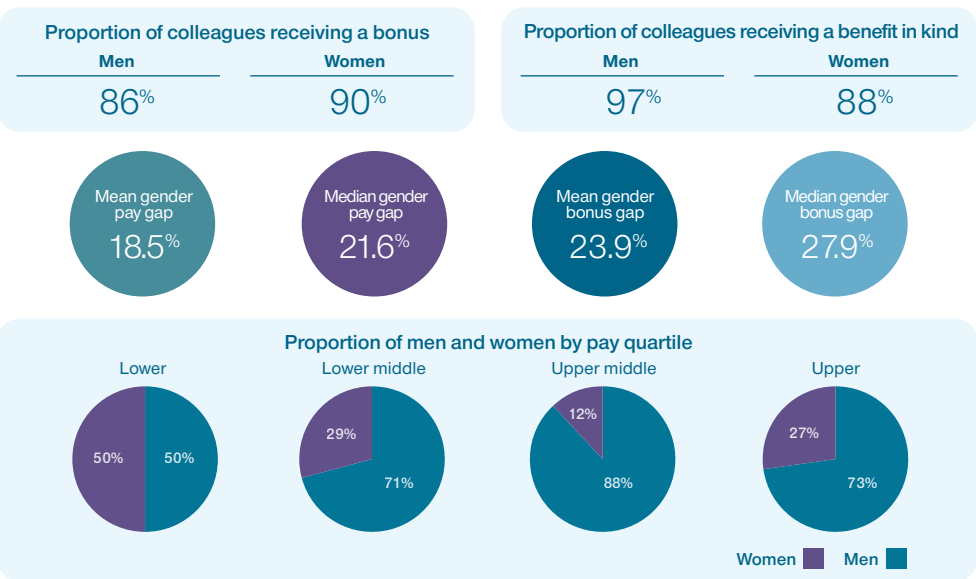
The gender pay gap does not account for differences in roles; it reflects the extent to which men and women are represented at all organisational levels. It is not a measure of pay equity.

Pay equity means equal remuneration for equal or comparable work, regardless of gender or other discriminatory factors. RenaissanceRe is committed to pay equity. However, an organisation applying pay equity principles can still have a gender pay gap.

GENDER PAY GAP METRICS

The below metrics are for Renaissance Services of Europe Limited, based on a snapshot date of June 30, 2025. This means that our gender pay gap metrics were calculated based on people who were employed by us on that date, looking back over their earnings from July 1, 2024 to June 30, 2025.

As at the snapshot date, we had 130 employees, of whom 90 were men and 40 were women. Due to the small numbers involved and out of concern for privacy, we are not publishing separate metrics for part-time or temporary workers. Our overall metrics below include the few part-time or temporary employees that the company employs.



COMMITMENT TO PAY EQUITY

RenaissanceRe is committed to applying pay equity principles across all roles and does not discriminate based on gender.

The gender pay gap at Renaissance Services of Europe Limited reflects the lower representation of women in senior and higher-paid positions. Recruitment and promotion decisions are based on merit. We recognise the importance of improving gender balance at all levels and are committed to fostering greater representation over time.



OUR COMMITMENT TO INCLUSION

At RenaissanceRe, we are committed to fostering an environment where every individual feels a sense of belonging and is empowered to contribute to our shared success. By collaborating and embracing a wide range of perspectives, we strengthen our ability to fulfill our purpose: protecting communities and enabling prosperity. To achieve this, our inclusion efforts focus on three key areas: supporting and developing talent, empowering inclusive and high-performing teams and building stronger communities.

Locally at RenaissanceRe in Ireland, we continue to apply RenaissanceRe’s global inclusion strategy with a focus on fairness and opportunity. The gender pay gap reflects structural factors, including a higher proportion of men entering STEM-related roles. We actively review job descriptions, policies and family-friendly benefits to attract a diverse slate of candidates. We remain committed to ensuring inclusive conditions, equal opportunities for advancement and fair practices in recruitment, career progression, pay equity and leave.

Our approach is grounded in fairness and transparency, to help ensure that every individual has the opportunity to thrive and contribute to our collective success.

Orla Finnan, SVP, Head of Technology Solutions - Global Services and Managing Director, Dublin

Recruitment

We recognise that men typically outnumber women in applying for roles involving STEM qualifications. Consequently, broadening our talent pool remains a key priority and we continue to explore additional sources for talent. As an example, we participate in the “Women’s ReBoot” programme, which supports experienced women returning to technology careers after a break, strengthening diversity and inclusion in our talent pipeline.

Career Development

When designing training programmes, we apply a diversity lens with a view to having balanced representation and equal access to development opportunities. Similarly, as part of our succession planning and promotion process, we incorporate a gender screen to help guard against bias and to support equitable advancement.

Leave Provision

RenaissanceRe is supportive of those growing their families. In addition to state benefits, we provide fully paid maternity and paternity leave. These benefits reflect our belief that family support is integral to an inclusive and equitable workplace.

Pay Equity

At RenaissanceRe, we subscribe to the principles of pay equity and fairness across the organisation. Compensation decisions consider factors such as role, experience and individual performance. While manager input is part of the process, we apply rigorous calibration by level, location and function to ensure consistency and equity in rewards.

OUR INCLUSION EFFORTS FOCUS ON THREE KEY AREAS:

- Supporting and developing talent
- Empowering inclusive and high-performing teams
- Building stronger communities