

OMB APPROVAL	
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

1. Name and Address of Reporting Person* <u>HERRMANN RONALD</u> (Last) (First) (Middle) 16600 SWINGLEY RIDGE ROAD (Street) CHESTERFIELD MO 63017 (City) (State) (Zip)	2. Issuer Name and Ticker or Trading Symbol <u>REINSURANCE GROUP OF AMERICA INC [RGA]</u>	5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) EVP
	3. Date of Earliest Transaction (Month/Day/Year) 01/15/2026	
4. If Amendment, Date of Original Filed (Month/Day/Year)		

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price			
Common stock	01/15/2026		M		665 ⁽¹⁾⁽²⁾	A	(1)(2)	4,609	D	
Common stock	01/15/2026		F		225 ⁽¹⁾	D	(1)	4,384	D	
Common stock	01/15/2026		M		607 ⁽²⁾⁽³⁾	A	(2)(3)	4,991	D	
Common stock	01/15/2026		F		251 ⁽³⁾	D	(3)	4,740	D	
Common stock	01/15/2026		M		1,353 ⁽²⁾⁽⁴⁾	A	(2)(4)	6,093	D	
Common stock	01/15/2026		F		560 ⁽⁴⁾	D	(4)	5,533	D	

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code	V	(A)	(D)	Date Exercisable	Expiration Date						Title
Restricted Share Unit - March 2025	\$193 ⁽²⁾	01/15/2026		M		665		12/31/2027	(1)	Common Stock	665	(1)	0	D	
Restricted Share Unit - March 2024	\$185.28 ⁽²⁾	01/15/2026		M		607		12/31/2026	(3)	Common stock	607	(3)	0	D	
Restricted Share Unit - March 2023	\$138.34 ⁽²⁾	01/15/2026		M		1,353		12/31/2025	(4)	Common stock	1,353	(4)	0	D	

Explanation of Responses:

1. Restricted share units granted on March 6, 2025, vest in 33 and 1/3% increments over three years, and fully vest on December 31, 2027.
2. Each restricted share unit represents a contingent right to receive one (1) share of the Issuer's Common Stock upon settlement.
3. Restricted share units granted on March 15, 2024, vest in 33 and 1/3% increments over three years, and fully vest on December 31, 2026.
4. Restricted share units fully vest on December 31, 2025.

Remarks:

/s/ My Chi To, by Power of Attorney

01/20/2026

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

