

2023 PRI Report

2023 PRI Reporting Framework

Terms and Conditions

1. Introduction

1.1 The following terms and conditions form the Agreement agreed between your corporate entity ("You", "Your") and PRI Association ("PRI", "We," "Us", "Our"), Registered Company No: 720794, Registered Office: 5th Floor, 25 Camperdown Street, London, UK, E1 8DZ in relation to the use of, and submission of data to, the Reporting Tool.

1.2 By clicking on the button marked "I Accept" before You access the Reporting Tool on Our website, You agree to be legally bound by this Agreement.

1.3 The definitions that apply in the Agreement are:

Terms	Definitions
" Assessment Peering Data "	means aggregate data compiled from a group of at least 8 signatories which compares the signatories based on various categories including geography, region, country, asset class, AUM group and year of becoming a PRI signatory.
" Assessment Report "	means a report accessed via the Data Portal showing Your score for each Indicator calculated based on PRI's own proprietary assessment methodology, which assesses data collected through the Reporting Framework and a comparison against Your peers.
" Confidential Information "	<p>means any information of a confidential nature obtained under this Agreement, or relating to this Agreement, including information of any kind relating to business activities, practices, finances, strategic plans, ideas, designs and innovations, but not including information:</p> <ol style="list-style-type: none">1. in the public domain (otherwise than by breach of this Agreement);2. in the lawful possession of the receiving party before the date of this Agreement (other than through liaison between the parties before and in anticipation of this Agreement); or3. obtained from a third party free to divulge it.
" Controller "	has the meaning given in the Data Protection Legislation.
" Data Portal "	means a cloud-based platform used by the PRI to host Transparency Reports and Assessment Reports.

"Data Protection Legislation"	means all applicable national, international and local laws, rules, regulations or directives concerning data protection, information security, cyber security, data privacy and data breach notification including, without limitation and where applicable, the Data Protection Act 2018 and the UK GDPR, each as amended from time to time and any successor laws, rules, legislation, regulation or directives.
"De-listing" or "De-listed"	means the process of ceasing signatory status. Unless PRI gives special dispensation, signatories meeting the eligibility requirements (specified in the PRI Association Rules) that fail to complete and submit a response to the Reporting Tool will be De-listed.
"Indicators"	<p>means a question designed to obtain specific information from You on elements of Your responsible investment policies/activities, or other information necessary to drive the logic of the Reporting Framework (for example, % assets under management in Private Equity), or to profile You for peering and contextualisation purposes.</p> <p>Indicators fall into two categories:</p> <ul style="list-style-type: none"> ○ <i>Core</i>: Mandatory to report and disclose. This remains at PRI's discretion but unless We give explicit instructions otherwise, You must complete these indicators and PRI will disclose their responses on the PRI website. ○ <i>Plus</i>: Voluntary to report and disclose. You can decide whether to respond and can instruct PRI to treat the information as public or private by making a selection in the Reporting Tool.
"Intellectual Property Rights"	means all patents, trademarks, copyright, database and design rights (whether registered or not) and all other intellectual property rights (of every kind and nature however designated) whether arising by operation of law, treaty, contract, license or otherwise.
"Network Partners"	means third party organisations that work together with PRI to deliver the secretariat functions of PRI-led or PRI-supported investor initiatives.
"Net Zero Alliance or Initiative"	means the UN-convened Net Zero Asset Owner Alliance (AOA), a member-led initiative of institutional investors committed to transitioning their investment portfolios to net-zero GHG emissions by 2050, or the Net Zero Asset Managers Initiative (NZAM) a group of asset managers committed to supporting the goal of net zero greenhouse gas emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5 degrees Celsius.
"Personal Data"	has the meaning given in the Data Protection Legislation.
"Private Indicators"/ "private data set"	means Indicators and responses that You have instructed PRI not to publish through the Reporting Tool.
"Public Indicators"/ "public data set"	means all mandatory to disclose Indicators and responses as well as any additional Indicators and responses that You have instructed PRI to publish through the Reporting Tool.
"Reporting Framework"	means a set of questions and content developed by PRI which is hosted on the Reporting Tool and through which PRI collects information on responsible investment activities. All references to the Reporting Framework under this Agreement refer to the 2023 version of the framework.
"Reporting Tool"	means a third-party cloud-based platform licensed to PRI that hosts the Reporting Framework.
"Transparency Report"	means a report accessed via the Data Portal showing Your responses to Indicators provided through the Reporting Tool.

2. Obligations of PRI

2.1 PRI will:

Publishing Data

2.1.1 publish Public Indicators and Your response to such Indicators in accordance with this Agreement;

2.1.2 handle Private Indicators, Your response to such Private Indicators and Your Assessment Reports in accordance with this Agreement and, in particular, PRI shall not publish such responses unless authorised by You or under this Agreement;

Reporting Tool

2.1.3 make available the Reporting Tool in accordance with this Agreement; and

2.1.4 take reasonable steps to address any technical problems associated with the Reporting Tool whenever reported by You (or otherwise identified by Us) as soon as is reasonably practical.

2.2 PRI shall be entitled to generate data on functionality and usage of the Reporting Tool and to obtain information on the most commonly searched, shared, requested and viewed reports.

3. Your obligations

3.1 You will:

Your submission

3.1.1 use Your best endeavours to ensure the accuracy of all information submitted;

3.1.2 complete the Reporting Tool on the first anniversary of becoming a signatory and on each subsequent anniversary. During the first year of membership, completion of the Reporting Tool is voluntary but if You wish to complete the Reporting Tool, You may request that Your Transparency Report is kept private (however in these circumstances PRI may use data from such Transparency Report in aggregate form to produce charts and reports);

Your Assessment Report and Transparency Report

3.1.3 review the content of Your Assessment Report and/or Transparency Report before sharing either of these; and

Complaints

3.1.4 make any formal complaint in accordance with any reasonable procedure as notified by PRI.

4. Data use and sharing

4.1 Public Indicators.

4.1.1 Your response to Public Indicators will be made publicly available in the form of the Transparency Report hosted on the PRI website after Your response to the Reporting Tool is submitted. PRI retains the right to publish Your responses to Public Indicators on the Data Portal.

4.1.2 PRI retains the right to delay or refuse publication of Your Transparency Report if PRI has reasonable doubt about the accuracy or veracity of the information provided by You. PRI may conduct basic validation of reported data, but this does not constitute formal verification of responses.

4.1.3 PRI retains the right to publish a shortened version of Your Transparency Report changing the indicator-response structure but not the meaning.

4.1.4 PRI shall use the 'assets under management' figure that You provide to PRI no later than 31 March in any given year (regardless of whether You have formally submitted Your report for that year) in order to calculate Your annual fee for the period starting on 1 April of that same year. If PRI subsequently determines that Your annual fee is higher than the amount that PRI has invoiced, PRI shall be entitled to issue another invoice for the difference and You shall promptly pay such invoice.

4.1.5 PRI will be entitled to (both during and after the term of this Agreement):

4.1.5.1 retain Your Transparency Report;

4.1.5.2 retain Your responses to the Reporting Tool and, subject to the restrictions in clause 4.3.1, use them for its own purposes, including research, internal

analysis and the creation of derivative works;

4.1.5.3 retain Your response to Your Public Indicators and Private Indicators for reanalysis and republication in part or in whole to third party organisations. These organisations will be required to adhere to PRI's data use and security policies;

4.1.5.4 charge users a fee for any dataset comprised of responses to the Public Indicators from all or some signatories;

4.1.5.5 use the public data set and private data set as well as Assessment Reports and Assessment Peering Data for PRI's accountability efforts in establishing minimum criteria that can result in De-listing signatories who do not meet these and for publishing the leadership board;

4.1.5.6 with Your permission, amend Your completed and/or submitted responses to the Reporting Tool; and

4.1.5.7 omit Your public responses from bespoke analysis if the information provided by You is deemed unusable or Your response contradicts another one of Your responses. Where You have provided contradictory responses, PRI (in its sole discretion) reserves the right to use whichever response is the most appropriate.

4.2 Sharing of the data by You

4.2.1 You may share Your Transparency Report and Assessment Report in any way you see fit. However, when doing so any references to Your scores should be accompanied by the context of Your full Assessment Report (or a reference to the module the Assessment Report refers to). Should You decide to share your Assessment Report or Transparency Report, the PRI accepts no responsibility for errors or mistakes contained in Your Assessment Report and Transparency Report.

4.3 Private Indicators

4.3.1 Where You have instructed PRI to treat Your response to an Indicator as private, subject to clause 4.3.6, We shall not disclose Your response to any third party without Your explicit authorization. You hereby authorize Us to share private data sets with academics who deliver research on Our behalf subject always to such academics being bound by confidentiality obligations.

4.3.2 If You are reporting on a voluntary basis, You may instruct PRI to keep your entire response private, including your responses to mandatory Indicators. This must be done in the relevant area in the Reporting Tool.

4.3.3 Your response in the Reporting Tool may be retained in PRI databases indefinitely.

4.3.4 PRI may use an aggregate data set of all responses, including Your responses to Private Indicators, for internal and external purposes aligned to PRI's objectives including improving the Reporting Tool, implementation support tools and assessment methodology.

4.3.5 PRI may publish reports or analysis based on signatories' responses to both the Public Indicators and Private Indicators. Such reports or analysis will not directly identify Your 'private' data (unless You have provided Your prior consent to PRI).

4.3.6 If You are a member of a Net Zero Alliance or Initiative, PRI will share Your responses to specific Indicators (as outlined in PRI's net zero reporting guidance documents available on the Investor Reporting Framework section of the PRI website) with the Network Partners of such alliances or initiatives, for the purposes of fulfilling Your progress reporting obligations as required annually by those alliances or initiatives.

4.4 Results of Assessment

4.4.1 PRI will not publicly disclose individual Assessment Reports.

4.4.2 The Assessment Reports do not constitute investment advice. The Assessment Reports can be solely regarded and interpreted as an indication of resources allocated to responsible investment, a learning tool for identifying areas of strengths and weaknesses in responsible investment incorporation as well as a supplement for dialogue between PRI signatories and their clients and beneficiaries.

4.4.3 During the reporting year, PRI may change the assessment methodology at any time before You receive Your assessment results.

4.4.4 PRI may store the results of Your assessment indefinitely. To improve benchmarking, PRI may revise the assessment results depending on refinements and improvements in the methodology.

4.4.5 PRI may publish aggregate analysis of the assessment results.

4.4.6 If You have not completed and submitted responses to the Reporting Tool by the established deadline, PRI shall not be obliged to provide an Assessment Report to You.

4.4.7 The assessment is based on information reported directly by You and on an assessment methodology. The underlying information has not been audited by PRI or any other party acting on its behalf. While every effort has been made to produce a fair representation of performance, no representations or warranties are made as to the accuracy of the information presented, and PRI accepts no responsibility or liability for damage caused by use of or reliance on the information contained within any report.

4.4.8 The Assessment Peering Data can be used for PRI's accountability efforts in establishing minimum criteria that can result in De-listing signatories who do not meet these and for publishing the leadership board.

5. Intellectual Property

5.1 PRI (and where relevant its licensors) retains all Intellectual Property Rights in:

5.1.1 the Reporting Framework;

5.1.2 the Reporting Tool;

5.1.3 the Data Portal;

5.1.4 Your Transparency Report; and

5.1.5 Your Assessment Report.

5.2 To the extent Intellectual Property Rights subsist in any of Your responses to the Indications, You hereby grant PRI a transferrable, sublicensable, worldwide, royalty-free licence to use such Intellectual Property Rights to exercise Our rights to use and share such data under this Agreement.

5.3 PRI hereby grants to You a non-transferable, worldwide, royalty-free licence to access the Reporting Tool (and Your responses which are made available to You through the Reporting Tool) during the term of this Agreement for Your internal business purposes only and without the right to sub-licence.

5.4 PRI retains the right to terminate in whole or in part the licence in clause 5.3, upon reasonable notice, if You are undertaking activities deemed to be of material concern to PRI.

5.5 Subject to the licence in clause 5.3, nothing in this Agreement will operate to transfer to You any Intellectual Property Rights (including in any source code, content and design) or any materials, reports or content provided to You by PRI under this Agreement. You shall not copy, amend or use any of the works listed in clause 5.1 other than as permitted by this Agreement.

5.6 You shall not, under any circumstances, have any access to the underlying tools (e.g. features, configurations, software/ cloud platforms and methodologies) of PRI and PRI's licensors.

5.7 Nothing in this Agreement will operate to transfer to PRI any Intellectual Property Rights in Your name and logo nor transfer to You any Intellectual Property Rights in the PRI name or logos. You acknowledge that all Intellectual Property Rights in the PRI names and logos (and any associated goodwill) belong to and shall remain the property of PRI. PRI acknowledges that all Intellectual Property Rights in Your name and logo (and any associated goodwill) belong to and shall remain Your property.

5.8 You may not bring, defend or settle any action in relation to the PRI name or logos. Where PRI is involved in any claim or proceeding in relation to the PRI name or logos, You will give your reasonable co-operation to PRI. PRI may not bring, defend or settle any action in relation to Your name or logo. Where You are involved in any claim or proceeding in relation to your name or logo, PRI will give its reasonable co-operation to You

6. Confidentiality

6.1 The recipient of Confidential Information shall use reasonable care to protect against the disclosure of the disclosing party's Confidential Information and not make it available to any third party, except that PRI may disclose Confidential Information You disclose to Us to third party contractors carrying out services on our behalf and who are subject to appropriate confidentiality obligations and either party may disclose Confidential Information in accordance with clause 6.2, or use it for any purpose other than as set out in this Agreement.

6.2 The recipient may disclose Confidential Information, to the extent required by applicable law, if requested by a governmental or regulatory authority. Where practically possible and permitted by law, the disclosing party shall give the other party advance notice and may take into account the reasonable requests of the other party in relation to the disclosure.

7. Termination

7.1 This Agreement will commence when You click the "I Accept" button, thereby accepting the terms and conditions of this Agreement, and will remain in force unless and until terminated in accordance with this Agreement.

7.2 Either party may terminate this Agreement upon giving reasonable notice to the other (such notice to be no less than 14 days) if:

7.2.1 in the case of remediable breaches, the other party repeatedly breaches any of the terms of this Agreement or is in breach of any material term of this Agreement, and fails to remedy such breaches, having been given reasonable notice (such notice to be no less than 14 days) to remedy the breach; or

7.2.2 in the case of irremediable breaches, the other party repeatedly breaches any of the terms of this Agreement or breaches any material term of this Agreement.

7.3 PRI may terminate this Agreement for convenience on 14 days' written notice to You, if You have been De-listed or if you fail to provide information as reasonable requested by PRI.

7.4 You may terminate this Agreement by 14 days' written notice to PRI if, acting reasonably, You consider that material changes to this Agreement, made by PRI and notified to You on the PRI website, are materially detrimental to Your business.

7.5 The provisions of this Agreement will continue to apply following termination of this Agreement (however terminated) so far as may be necessary to give effect to the rights and remedies of You and PRI and which by their nature continue, such as the provisions regarding confidentiality, liability, intellectual property, applicable law and jurisdiction.

8. Limitation of Liability and Indemnity

8.1 Nothing in this Agreement shall limit or exclude either party's liability for death or personal injury caused by negligence, fraud or fraudulent misrepresentation, any liability under the indemnity in clause 8.4 or any matter which may not be limited or excluded under applicable laws.

8.2 Subject to clause 8.1, neither party will be liable under or in connection with this Agreement whether in contract, tort (including negligence), breach of statutory duty or otherwise for any: (i) loss of profits, business, business opportunities, revenue, turnover, reputation or goodwill; (ii) loss or corruption of data or information; (iii) loss of anticipated savings or wasted expenditure; or (iv) indirect, incidental, consequential, exemplary, punitive or special damages.

8.3 Subject to clause 8.1, PRI's total aggregate liability arising under or in connection with this Agreement whether in contract, tort (including negligence), breach of statutory duty or otherwise shall not exceed the sum of £1,000 (one thousand pounds).

8.4 PRI shall not be responsible for the accuracy of any data published by You in Your Transparency Report. You shall indemnify PRI against any loss, cost or damage relating to or arising directly or indirectly as a result of PRI's hosting or use of any data inputted by You in the Reporting Tool, including any loss, cost or damage relating to the data inputted being inaccurate, infringing the Intellectual Property Rights of any third party or infringing any individual's rights under Data Protection Legislation.

9. Personal Data

9.1 The parties acknowledge that the factual arrangements between them dictate the classification of each party in respect of the Data Protection Legislation. Notwithstanding the foregoing, the parties envisage that each party shall be an independent Controller with respect to any Personal Data shared by You with Us under this Agreement.

9.2 You will only provide Personal Data in your responses to the Indications where necessary and you shall ensure that you have legitimate grounds under Data Protection Legislation to share such Personal Data with PRI for the uses envisaged under this Agreement.

9.3 You will inform any individuals whose Personal Data is shared with Us, in a manner compliant with Data Protection Legislation, of the purposes of their data being processed by PRI and direct them to PRI's privacy policy at the URL <https://www.unpri.org/privacy-policy>.

10. General

10.1 PRI may subcontract its obligations under this Agreement to a third party. Except as expressly stated in this Agreement, You may not assign, subcontract, sublicense or otherwise transfer any rights or obligations under this Agreement or any part thereof without the prior consent in writing of PRI.

10.2 This Agreement is the entire agreement between the parties in relation to its subject matter. No variation of this Agreement will be effective unless agreed in writing signed by or on behalf of the parties.

10.3 This Agreement is not intended to nor will it create any agency, partnership or joint venture. Neither party will hold itself out as being entitled to represent or bind the other party in any way.

10.4 This Agreement is governed by and will be construed in accordance with the law of England and the parties irrevocably submit to the exclusive jurisdiction of the courts of England and Wales.

10.5 Notices from You to Us must be given by email to the appropriate address (reporting@unpri.org) and shall be deemed given when actually received by Us provided that if received outside of business hours, notice shall be deemed given at 9:00am on the next business day.

10.6 Notices from Us to You will be given to the email account through which You have received Your login for the Reporting Tool unless You provide a new email account to Us in writing.

10.7 Except where the context requires otherwise:

10.7.1 the singular includes the plural and vice versa; a reference to one gender includes all genders; words denoting persons include a natural person, corporate or unincorporated body (whether or not having separate legal personality); and

10.7.2 any words that follow 'include', 'includes', 'including', 'in particular' or any similar words and expressions shall be construed as illustrative only and shall not limit the sense of any word, phrase, term, definition or description preceding those words.

I accept the Terms before commencing the 2023 survey.

Indicator ID SLS 1	Dependent on:	N/A	Sub-section Senior Leadership Statement	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

Section 1. Our commitment

PUBLIC

- Why does your organisation engage in responsible investment?
- What is your organisation's overall approach to responsible investment, and what major responsible investment commitment(s) have you made?

MetLife Investment Management (MIM), MetLife Inc.'s institutional investment management business, serves institutional investors by combining a client-centric approach with long-established asset class expertise. We believe in the importance of investing sustainably and incorporating ESG factors, as appropriate, into our investment decision making processes. As a well-established global investment manager, our investment teams are responsible for appropriately incorporating relevant, financially material ESG factors into their respective risk management-focused investment process. Focused on managing public fixed income, private capital, and real estate assets, we aim to deliver strong, risk-adjusted returns by building tailored portfolio solutions that successfully integrate client-specified ESG investment considerations today and beyond.

Our investment methodology is based on disciplined in-house research, underwriting and security selection process, which leverages the deep expertise of our seasoned investment teams. ESG integration has long been a part of our disciplined risk management processes. Risk management is ingrained in our culture and integrated throughout our investment process. When assessing credit risk related to any investment opportunity, we conduct bottom-up, fundamental research and focus on multiple factors. ESG considerations are an important part of our due diligence, as we seek to identify issues that may impact the reputation of a borrower as well as its financial condition, credit rating and transaction pricing. Thus, we believe that adhering to sound ESG practices can minimize financial risks, such as controversy-triggered loss of customers, fines, penalties and environmental clean-up costs.

Both MetLife and MIM have a long history of responsible investing. We define responsible investments as investments that achieve both a market financial return and promote social and/or environmental benefits. Our responsible investments focus on the following core areas: 1) green investments; 2) infrastructure; 3) municipal bonds; 4) affordable housing; and 5) impact investments. As of December 31, 2022, our MIM managed responsible investments totaled more than \$77 billion.

MIM has made meaningful progress toward growing our ESG-focused staff and prioritizing ESG data architecture solutions to improve our ESG-related data and analytics capabilities. As one example, in December 2022, we finalized the acquisition of Affirmative Investment Management (AIM), a specialist global environmental, social, and corporate governance fixed income investment manager. AIM has deep capabilities in impact investing, verification, reporting and

engagement. We believe this acquisition advances MIM's ESG investment and reporting capabilities across our core competencies in public fixed income, private fixed income, and real estate. Additionally, we've licensed several new ESG data vendors, including Evora, Clarity AI, S & P Trucost, to address regulatory and client reporting needs.

Finally, MIM eagerly partners with our clients to develop tailored portfolio solutions that meet their respective investment objectives. As one example, MetLife announced its commitment to be net zero by 2050, applicable to our global operations and general account investment portfolio. As MetLife's general account asset manager, MIM supports MetLife's net zero commitment and has collaborated to develop several interim 2030 net zero targets. We strive to source investment solutions that finance the transition to a less carbon intensive economy for our clients who desire these types of investment opportunities.

Section 2. Annual overview

PUBLIC

- Discuss your organisation's progress during the reporting year on the responsible investment issue you consider most relevant or material to your organisation or its assets.
- Reflect on your performance with respect to your organisation's responsible investment objectives and targets during the reporting year. Details might include, for example, outlining your single most important achievement or describing your general progress on topics such as the following (where applicable):
 - refinement of ESG analysis and incorporation
 - stewardship activities with investees and/or with policymakers
 - collaborative engagements
 - attainment of responsible investment certifications and/or awards

MIM has made several notable improvements to our ESG integration and sustainability-focused global asset management capabilities since our last PRI reporting cycle submission. The first improvement pertains to engagement tagging, tracking and reporting. As articulated within our Engagement Policy, MIM believes active engagement with company leadership is key to managing investment risk. Ongoing dialogue helps to raise awareness of sustainable business practices.

Engagement not only provides an opportunity to better understand relevant, material ESG risk factors but it is also an opportunity to be transparent about our risk disclosure expectations to improve issuer disclosure. Our engagement conversations are guided by, and recorded in accordance with, the Sustainable Accounting Standards Board (SASB) materiality mapping framework, which identifies relevant industry specific ESG risks and opportunities for discussion. In conjunction with these efforts, MIM's public and private fixed income teams have developed proprietary engagement databases designed to be fully integrated into each of their respective research processes. This allows each analyst to log and update engagement on ESG factors. Additionally, each database includes deals that have been rejected due to a negative evaluation of these factors.

Highlighting our sustainable real estate investment capabilities, MIM recognizes the role buildings and responsible real estate investing can play in improving workplaces and communities, increasing financial performance and reducing risk, all while generating positive environmental impacts. We've incorporated environmental sustainability best practices across our real estate equity investment strategy offerings, including benchmarking 100% of MIM-managed properties in the Environmental Protection Agency's ENERGY STAR Portfolio Manager. In addition, for the past several years, MIM has participated in several programs that have the ultimate goal of promoting sustainable real estate. MIM established MetZero™, through which MIM follows its Carbon Cascade™ approach that seeks to systematically lower carbon emissions in the real estate investment strategies we offer to our clients. MetZero includes investments in energy efficiency, on-site renewables, offsite renewables, RECs when feasible and carbon offsets. MIM also participates in the Department of Energy's Better Buildings Challenge and Better Climate Challenge, as well as the Urban Land Institute's Greenprint Net Zero Framework. Through MetZero, MIM achieved a 9% reduction in Scope 1 and 2 GHG emissions for MetLife's general account real estate equity investment portfolio since 2019 and a 13% reduction in portfolio energy intensity, according to the Better Buildings Challenge.

Finally, as previously mentioned and in alignment with our commitment to invest in decarbonization projects, in 2022 MIM sourced, on behalf of our clients, approximately \$200 million in financing to support the decommissioning of the last two coal-fired plants in New Jersey. The decommissioning will result in a decrease of 3.9 million tonnes of CO2. The financing allowed the majority owner of the two plants, as well as a regulated electric transmission and distribution utility serving approximately 600,000 customers in New Jersey, to retire ongoing power sales agreements between the majority owner and the coal-fired plants. Both plants ceased generating coal energy nearly 30 months ahead of schedule.

Section 3. Next steps

PUBLIC

- What specific steps has your organisation outlined to advance your commitment to responsible investment in the next two years?

MIM is excited to broaden and deepen its commitment to responsible investment through our expanded resources, which will further enable meaningful engagement with institutional clients and the companies in which we invest. We play an important role in MetLife's purpose: "Always with you, building a more confident future". Institutional investors have told us that responsible investment will be a growing part of their future and we are better positioned than ever to partner with them.

MIM is in the process of fully integrating the AIM team and significant ESG resources across our organization, leveraging its unique impact investing, verification, reporting and engagement capabilities across our core competencies in public fixed income, private fixed income, and real estate. In conjunction with these efforts, MIM is actively developing dedicated ESG and sustainability focused strategies and products that align with EU SFDR and other emerging global sustainability focused regulation. In addition, ESG data, reporting and analytic capabilities remain a priority to achieve our clients' investment objectives and meet existing and prospective global regulatory requirements.

In 2023, MIM created the Sustainable Investment Council. It is a management level group that provides guidance, advice, and recommendations to support MIM's ambitions to be a leader in sustainable investing and serves as an information-sharing, escalation, and discussion forum for sustainable investing topics across our broad asset management platform. The former managing partner of AIM chairs the council, which shares sustainable investing best practices and develops protocols in partnership with the MIM legal and compliance functions. Its formation aims to be another positive outcome of our acquisition of AIM and will drive new thinking and opportunities in the rapidly changing world of sustainable investing.

Finally, stewardship will remain a focus for MIM over the next several years, specifically activity that encourages standardized, transparent disclosure of ESG and sustainability related information. We firmly believe that transparent disclosure of ESG and sustainability related risks and opportunities leads to better decision making and risk mitigation for all financial market participants.

Section 4. Endorsement

PUBLIC

'The Senior Leadership Statement has been prepared and/or reviewed by the undersigned and reflects our organisation-wide commitment and approach to responsible investment'.

Note to signatories: the PRI suggests wording in option (A) below to explain that the above endorsement relates only to the Senior Leadership Statement and not the entire PRI report. *Signatories may use the text below by selecting option (A). Alternatively, signatories may select option (B) and adapt the text below or provide an entirely new text to suit their preferences and/or to align with any applicable legal requirements or norms in their respective jurisdictions.*

Name

Steven Goulart

Position

President

Organisation's Name

A

'This endorsement applies only to the Senior Leadership Statement and should not be considered an endorsement of the information reported by the above-mentioned organisation in the various modules of the Reporting Framework.

The Senior Leadership Statement serves as a general overview of the above-mentioned organisation's responsible investment approach. The Senior Leadership Statement does not constitute advice and should not be relied upon as such. Further, it is not a substitute for the skill, judgement and experience of any third parties, their management, employees, advisors and/or clients when making investment and other business decisions'.

B

Indicator ID OO 1	Dependent on:	N/A	Sub-section Reporting year	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

What is the year-end date of the 12-month period you have chosen to report for PRI reporting purposes?

PUBLIC

	Date	Month	Year
Year-end date of the 12-month period for PRI reporting purposes:	<input type="radio"/> 01 <input type="radio"/> 02 <input type="radio"/> 03 <input type="radio"/> 04 <input type="radio"/> 05 <input type="radio"/> 06 <input type="radio"/> 07 <input type="radio"/> 08 <input type="radio"/> 09 <input type="radio"/> 10 <input type="radio"/> 11 <input checked="" type="radio"/> 12 <input type="radio"/> 13 <input type="radio"/> 14 <input type="radio"/> 15 <input type="radio"/> 16 <input type="radio"/> 17 <input type="radio"/> 18 <input type="radio"/> 19 <input type="radio"/> 20 <input type="radio"/> 21 <input type="radio"/> 22 <input type="radio"/> 23 <input type="radio"/> 24 <input type="radio"/> 25 <input type="radio"/> 26 <input type="radio"/> 27 <input type="radio"/> 28 <input type="radio"/> 29	<input type="radio"/> 01 <input type="radio"/> 02 <input type="radio"/> 03 <input type="radio"/> 04 <input type="radio"/> 05 <input type="radio"/> 06 <input type="radio"/> 07 <input type="radio"/> 08 <input type="radio"/> 09 <input type="radio"/> 10 <input type="radio"/> 11 <input checked="" type="radio"/> 12	<input type="radio"/> 2021 <input checked="" type="radio"/> 2022 <input type="radio"/> 2023

	<input type="radio"/> 30 <input checked="" type="radio"/> 31		
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Indicator ID OO 2	Dependent on:	N/A	Sub-section Subsidiary information	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	OO 2.1			

Does your organisation have subsidiaries?

PUBLIC

- (A) Yes
- (B) No

Indicator ID OO 2.1	Dependent on:	OO 2	Sub-section Subsidiary information	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	OO 2.2			

Are any of your organisation's subsidiaries PRI signatories in their own right?

PUBLIC

- (A) Yes
- (B) No

Indicator ID OO 2.2	Dependent on:	OO 2.1	Sub-section Subsidiary information	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

How many subsidiaries of your organisation are PRI signatories in their own rights?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

List any subsidiaries of your organisation that are PRI signatories in their own right and indicate if the responsible investment activities of the listed subsidiaries will be reported in this submission.

PUBLIC

	(1) Yes, the responsible investment activities of this subsidiary will be included in this report	(2) No, the responsible investment activities of this subsidiary will be included in their separate report
(A) Signatory name: Affirmative Investment Management	<input type="radio"/>	<input checked="" type="radio"/>

Indicator ID OO 4	Dependent on:	OO 3	Sub-section All asset classes	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

What are your total assets under management (AUM) at the end of the reporting year, as indicated in [OO 1]?

PUBLIC

Provide the amount in USD. You may check the exchange rate of your currency to USD on the International Monetary Fund website.

	Trillions	Billions	Millions	Thousands	Hundreds	USD
(A) AUM of your organisation, including subsidiaries, and excluding the AUM subject to execution, advisory, custody, or research advisory only	000	579	800	000	000	579800000000
(B) AUM of subsidiaries that are PRI signatories in their own right and excluded from this submission, as indicated in [OO 2.2]	000	001	100	000	000	1100000000
(C) AUM subject to execution, advisory, custody, or research advisory only	000	000	000	000	000	0

Additional information on the exchange rate used: (Voluntary)

Indicator ID OO 5	Dependent on:	OO 3	Sub-section Asset breakdown	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	Multiple indicators			

Provide a percentage breakdown of your total AUM at the end of the reporting year as indicated in [OO 1].

PUBLIC

	(1) Percentage of Internally managed AUM	(2) Percentage of Externally managed AUM	Total AUM percentage ((1) + (2))
(A) Listed equity	3%	0%	
(B) Fixed income	84.9%	0%	
(C) Private equity	0%	2.4%	
(D) Real estate	4.9%	0%	
(E) Infrastructure	0%	0%	
(F) Hedge funds	0%	0.1%	
(G) Forestry	0%	0%	
(H) Farmland	0%	0%	
(I) Other	4.7%	0%	
(J) Off-balance sheet	0%	0%	
Total	97.50%	2.50%	

(I) Other - (1) Percentage of Internally managed AUM - Specify:

Cash & Short Term

Indicator ID OO 5.2	Dependent on:	OO 5, OO 5.1	Sub-section Asset breakdown: Externally managed assets	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	SAM 3, SAM 8			

Provide a breakdown of your organisation's externally managed AUM between segregated mandates and pooled funds or investments.

PUBLIC

	(1) Segregated mandate(s)	(2) Pooled fund(s) or pooled investment(s)	Total
(E) Private equity	0%	100%	100.00%
(H) Hedge funds	0%	100%	100.00%

Indicator ID OO 5.3 LE	Dependent on:	OO 5	Sub-section Asset breakdown: Internally managed listed equity	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	Multiple			

Provide a further breakdown of your internally managed listed equity AUM.

PUBLIC

(A) Passive equity	100%
(B) Active – quantitative	0%
(C) Active – fundamental	0%
(D) Other strategies	0%
Total	100.00%

Indicator ID OO 5.3 FI	Dependent on:	OO 5	Sub-section Asset breakdown: Internally managed fixed income	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	Multiple			

Provide a further breakdown of your internally managed fixed income AUM.

PUBLIC

(A) Passive – SSA	0%
(B) Passive – corporate	0%
(C) Active – SSA	19%
(D) Active – corporate	29%
(E) Securitised	12%
(F) Private debt	40%
Total	100.00%

Indicator ID OO 5.3 RE	Dependent on:	OO 5	Sub-section Asset breakdown: Internally managed real estate	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

Provide a further breakdown of your internally managed real estate AUM.

PUBLIC

The percentage figure can be rounded to the nearest 5%.

(A) Retail	8%
(B) Office	48%
(C) Industrial	11%
(D) Residential	24%
(E) Hotel	8%
(F) Lodging, leisure and recreation	0%
(G) Education	0%
(H) Technology or science	0%
(I) Healthcare	0%
(J) Mixed use	0%
(K) Other	1%
Total	100.00%

(K) Other - Specify:

Land

Indicator ID OO 6	Dependent on:	OO 5	Sub-section Management by PRI signatories	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

What percentage of your organisation's externally managed assets are managed by PRI signatories?

PUBLIC

The percentage figure can be rounded to the nearest 5%.

43%

Indicator ID OO 7	Dependent on:	OO 5, OO 5.1, OO 5.3 FI	Sub-section Geographical breakdown	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

How much of your AUM in each asset class is invested in emerging markets and developing economies?

PUBLIC

The percentage figure should combine internally and externally managed assets. Markets are classified according to the IMF's World Economic Outlook.

	AUM in Emerging Markets and Developing Economies
(A) Listed equity	<input type="radio"/> (1) 0% <input checked="" type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%
(B) Fixed income – SSA	<input type="radio"/> (1) 0% <input type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input checked="" type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%
(C) Fixed income – corporate	<input type="radio"/> (1) 0% <input checked="" type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20%

	<ul style="list-style-type: none"> <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%
(D) Fixed income – securitised	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) 0% <input type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%
(E) Fixed income – private debt	<ul style="list-style-type: none"> <input type="radio"/> (1) 0% <input checked="" type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%
(F) Private equity	<ul style="list-style-type: none"> <input type="radio"/> (1) 0% <input checked="" type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60%

	<ul style="list-style-type: none"> <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%
(G) Real estate	<ul style="list-style-type: none"> <input type="radio"/> (1) 0% <input checked="" type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%
(I) Hedge funds	<ul style="list-style-type: none"> <input type="radio"/> (1) 0% <input checked="" type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input type="radio"/> (12) 100%

Indicator ID OO 8	Dependent on:	OO 5, OO 5.1, OO 5.3 LE, OO 5.3 FI	Sub-section Stewardship	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	Multiple indicators			

Does your organisation conduct stewardship activities, excluding (proxy) voting, for any of your assets?

PUBLIC

	(2) Listed equity - passive	(3) Fixed income - active	(5) Private equity	(6) Real estate	(8) Hedge funds	(11) Other
(A) Yes, through internal staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Yes, through service providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(C) Yes, through external managers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(D) We do not conduct stewardship	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Indicator ID	Dependent on:	00 5	Sub-section	PRI Principle	Type of Indicator
00 9 HF	Gateway to:	00 9	Stewardship: (Proxy) voting	GENERAL	CORE

Does your organisation have direct investments in listed equity across your hedge fund strategies?

PUBLIC

- (A) Yes
- (B) No

Indicator ID OO 9	Dependent on:	OO 5.1, OO 5.3 LE, OO 9 HF	Sub-section Stewardship: (Proxy) voting	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	Multiple indicators			

Does your organisation conduct (proxy) voting activities for any of your listed equity holdings?

PUBLIC

	(2) Listed equity - passive
(A) Yes, through internal staff	<input type="checkbox"/>
(B) Yes, through service providers	<input checked="" type="checkbox"/>
(C) Yes, through external managers	<input type="checkbox"/>
(D) We do not conduct (proxy) voting	<input type="radio"/>

Indicator ID OO 9.1	Dependent on:	OO 9	Sub-section Stewardship: (Proxy) voting	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	PGS 10.1, PGS 31			

For each asset class, on what percentage of your listed equity holdings do you have the discretion to vote?

PUBLIC

The percentage figure should combine internally and externally managed assets.

	Percentage of your listed equity holdings over which you have the discretion to vote
(B) Listed equity - passive	<ul style="list-style-type: none"> <input type="radio"/> (1) 0% <input type="radio"/> (2) >0 to 10% <input type="radio"/> (3) >10 to 20% <input type="radio"/> (4) >20 to 30% <input type="radio"/> (5) >30 to 40% <input type="radio"/> (6) >40 to 50% <input type="radio"/> (7) >50 to 60% <input type="radio"/> (8) >60 to 70% <input type="radio"/> (9) >70 to 80% <input type="radio"/> (10) >80 to 90% <input type="radio"/> (11) >90 to <100% <input checked="" type="radio"/> (12) 100%

Indicator ID OO 10	Dependent on:	OO 8, OO 9	Sub-section Stewardship not conducted	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

Describe why your organisation does not currently conduct stewardship and/or (proxy) voting.

PUBLIC

Stewardship, excluding (proxy) voting

(B) Listed equity – passive

Stewardship (i.e., active engagement) is not relevant for application to MIM's passively managed listed index strategies. These assets' mandates are to strictly replicate the non-ESG indices to which they are matched. Any deviation would violate the terms of these mandates.

(H) Hedge funds

Stewardship (i.e., active engagement) is not relevant for application to MIM's externally managed hedge funds given the shorter-term investment strategies they employ on our behalf.

Indicator ID OO 11	Dependent on:	OO 5, OO 5.3 LE, OO 5.3 FI, OO 5.3 HF	Sub-section Internally managed assets	PRI Principle 1	Type of Indicator CORE
	Gateway to:	Multiple indicators			

For each internally managed asset class, does your organisation incorporate ESG factors into your investment decisions?

PUBLIC

	(1) Yes, we incorporate ESG factors into our investment decisions	(2) No, we do not incorporate ESG factors into our investment decisions
(A) Listed equity - passive	<input type="radio"/>	<input checked="" type="radio"/>
(E) Fixed income - SSA	<input checked="" type="radio"/>	<input type="radio"/>
(F) Fixed income - corporate	<input checked="" type="radio"/>	<input type="radio"/>
(G) Fixed income - securitised	<input checked="" type="radio"/>	<input type="radio"/>
(H) Fixed income - private debt	<input checked="" type="radio"/>	<input type="radio"/>
(J) Real estate	<input checked="" type="radio"/>	<input type="radio"/>
(V) Other:	<input checked="" type="radio"/>	<input type="radio"/>
Cash & Short Term		

Indicator ID OO 12	Dependent on:	OO 5, OO 5.1	Sub-section External manager selection	PRI Principle 1	Type of Indicator CORE
	Gateway to:	Multiple indicators			

For each externally managed asset class, does your organisation incorporate ESG factors when selecting external investment managers?

PUBLIC

	(1) Yes, we incorporate ESG factors when selecting external investment managers	(2) No, we do not incorporate ESG factors when selecting external investment managers
(E) Private equity	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input type="radio"/>	<input checked="" type="radio"/>

Indicator ID OO 13	Dependent on:	OO 5, OO 5.1	Sub-section External manager appointment	PRI Principle 1	Type of Indicator CORE
	Gateway to:	Multiple indicators			

For each externally managed asset class, does your organisation incorporate ESG factors when appointing external investment managers?

PUBLIC

	(1) Yes, we incorporate ESG factors when appointing external investment managers	(2) No, we do not incorporate ESG factors when appointing external investment managers
(E) Private equity	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input type="radio"/>	<input checked="" type="radio"/>

Indicator ID OO 14	Dependent on:	OO 5, OO 5.1	Sub-section External manager monitoring	PRI Principle 1	Type of Indicator CORE
	Gateway to:	Multiple indicators			

For each externally managed asset class, does your organisation incorporate ESG factors when monitoring external investment managers?

PUBLIC

	(1) Yes, we incorporate ESG factors when monitoring external investment managers	(2) No, we do not incorporate ESG factors when monitoring external investment managers
(E) Private equity	<input checked="" type="radio"/>	<input type="radio"/>
(H) Hedge funds	<input type="radio"/>	<input checked="" type="radio"/>

Indicator ID OO 15	Dependent on:	OO 11, OO 12–14	Sub-section ESG in other asset classes	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Describe how your organisation incorporates ESG factors into the following asset classes.

PUBLIC

Internally managed

(C) Other

Cash & short-term: Integration of ESG factors has always been a part of MIM's disciplined risk management culture, as prudent risk management practices are ingrained in MIM's culture and integrated throughout our organization. Relevant and material pecuniary ESG risks and ratings, as applicable, are included as a part of our overall risk assessment. MIM utilizes external resources in our investment analysis process, including third-party ESG ratings providers, credit rating agencies and sell-side ESG research reports to the extent are relevant and applicable.

Indicator ID OO 16	Dependent on:	OO 11, OO 12–14	Sub-section ESG not incorporated	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Describe why your organisation does not currently incorporate ESG factors into your investment decisions.

PUBLIC

Internally managed

(A) Listed equity – passive

Integration of ESG factors is not relevant for application to MIM's passively managed listed index strategies. These assets' mandates are to strictly replicate the non-ESG indices to which they are matched. Any deviation would violate the terms of these mandates.

Externally managed

(W) Hedge funds

Integration of ESG factors is not relevant for application to MIM's externally managed hedge funds given the shorter-term investment strategies they employ on our behalf.

Indicator ID OO 17 FI	Dependent on:	OO 5.3 FI, OO 11	Sub-section Fixed income	PRI Principle 1	Type of Indicator CORE
	Gateway to:	OO 17.1 FI, OO 20, FI 16–18			

Which ESG incorporation approach and/or combination of approaches does your organisation apply to your internally managed active fixed income?

PUBLIC

The percentage figure can be rounded to the nearest 5%.

	(1) Fixed income - SSA	(2) Fixed income - corporate	(3) Fixed income - securitised
(A) Screening alone	0%	0%	0%
(B) Thematic alone	0%	0%	0%
(C) Integration alone	10%	0%	0%
(D) Screening and integration	90%	0%	0%
(E) Thematic and integration	0%	0%	100%
(F) Screening and thematic	0%	0%	0%
(G) All three approaches combined	0%	100%	0%
(H) None	0%	0%	0%
Total	100.00%	100.00%	100.00%

Indicator ID OO 17.1 FI	Dependent on:	OO 17 FI	Sub-section Fixed income	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

What type of screening does your organisation use for your internally managed active fixed income where a screening approach is applied?

PUBLIC

Indicate the percentage coverage out of your total fixed income assets where a screening approach is applied. The percentage figure can be rounded to the nearest 5%.

	(1) Fixed income - SSA	(2) Fixed income - corporate
(A) Positive/best-in-class screening only	0%	0%
(B) Negative screening only	0%	0%
(C) A combination of screening approaches	100%	100%
Total	100.00%	100.00%

Indicator ID OO 18	Dependent on:	OO 11–14	Sub-section Labelling and marketing	PRI Principle 1	Type of Indicator CORE
	Gateway to:	OO 18.1			

Do you explicitly market any of your products and/or funds as ESG and/or sustainable?

PUBLIC

- (A) Yes, we market products and/or funds as ESG and/or sustainable

Provide the percentage of AUM that your ESG and/or sustainability-marketed products or funds represent:

The percentage figure can be rounded to the nearest 5% and should combine internally and externally managed assets.

- (B) No, we do not offer products or funds explicitly marketed as ESG and/or sustainable
- (C) Not applicable; we do not offer products or funds

Additional information: (Voluntary)

MIM aims to deliver strong, risk-adjusted returns by building tailored portfolio solutions. We are eager to partner with our clients to build tailored portfolio solutions that successfully integrate client specified ESG investment considerations today and beyond. As of year-end 2022, MIM is in the process of developing dedicated ESG and sustainability focused strategies and products that align with EU SFDR and other emerging global sustainability focused regulation. In addition to our standard ESG investment practices, as described above, specific guidelines are applied as may be requested by our clients and client directed investment screens are incorporated into our investment process, as applicable. In addition, MIM's acquisition of Affirmative Investment Management (AIM) in December 2022 will substantially broaden our ESG capabilities and resources to engage more deeply with institutional investors and consultants who seek meaningful partnerships and valuable expertise on the rapidly evolving ESG and sustainability-focused landscape.

Indicator ID OO 20	Dependent on:	OO 17 FI	Sub-section Thematic bonds	PRI Principle 1	Type of Indicator CORE
	Gateway to:	FI 15, FI 17			

What percentage of your total environmental and/or social thematic bonds are labelled by the issuers in accordance with industry-recognised standards?

PUBLIC

See 'Reference to other standards' for a (non-exhaustive) list of industry-recognised standards.

	Percentage of your total environmental and/or social thematic bonds labelled by the issuers
(A) Green or climate bonds	100%
(B) Social bonds	0%
(C) Sustainability bonds	0%
(D) Sustainability-linked bonds	0%
(E) SDG or SDG-linked bonds	0%
(F) Other	0%
(G) Bonds not labelled by the issuer	0%
Total	100.00%

Indicator ID OO 21	Dependent on:	Multiple indicators	Sub-section Summary of reporting requirements	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	Multiple indicators			

The following table shows which modules are mandatory or voluntary to report on in the separate PRI asset class modules. Where a module is voluntary, indicate if you wish to report on it.

PUBLIC

See 'Explanatory notes - Additional reporting requirements' for details on when a module is mandatory or voluntary to report on.

Applicable modules	(1) Mandatory to report <i>(pre-filled based on previous responses)</i>	(2) Voluntary to report (2.1) Yes, I want to opt-in to reporting on the module	(2) Voluntary to report (2.2) No, I want to opt-out of reporting on the module
Policy, Governance and Strategy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confidence Building Measures	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(E) Fixed income – SSA	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(F) Fixed income – corporate	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(G) Fixed income – securitised	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(H) Fixed income – private debt	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(J) Real estate	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
(X) External manager selection, appointment and monitoring (SAM) – private equity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID OO 24	Dependent on:	OO 21	Sub-section Real estate: Building type	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	RE 1, RE 9 - 10			

What is the building type of your physical real estate assets?

PUBLIC

Refer to the assets representing your internally managed AUM in real estate, as reported in [OO 5].

- (A) Standing investments
- (B) New construction
- (C) Major renovation

Indicator ID OO 25	Dependent on:	OO 21	Sub-section Real estate: Ownership level	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

What is the percentage breakdown of your physical real estate assets by the level of ownership?

PUBLIC

The percentage breakdown should be based on the number of physical real estate assets. Refer to the assets representing your internally managed AUM in real estate, as reported in [OO 5].

- (A) A majority stake (more than 50%)

Select from the list:

- (1) >0 to 10%
 (2) >10 to 50%
 (3) >50 to 75%
 (4) >75%

- (B) A significant minority stake (between 10–50%)

Select from the list:

- (1) >0 to 10%
 (2) >10 to 50%

- (C) A limited minority stake (less than 10%)

Select from the list:

- (1) >0 to 10%
 (2) >10 to 50%

Indicator ID OO 26	Dependent on:	OO 21	Sub-section Real estate: Management type	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	RE 1, RE 6–8, RE 13			

Who manages your physical real estate assets?

PUBLIC

Refer to the assets representing your internally managed AUM in real estate, as reported in [OO 5].

- (A) Direct management by our organisation
- (B) Third-party property managers that our organisation appoints
- (C) Other investors or their third-party property managers
- (D) Tenant(s) with operational control

Indicator ID OO 32	Dependent on:	OO 3, OO 31	Sub-section Report disclosure	PRI Principle GENERAL	Type of Indicator CORE
	Gateway to:	N/A			

How would you like to disclose the detailed percentage figures you reported throughout the Reporting Framework?

PUBLIC

See 'Additional reporting guidance' for the list of indicators affected by this setting.

- (A) Publish as absolute numbers
- (B) Publish as ranges

Indicator ID PGS 1 MINIMUM REQUIREMENT	Dependent on:	OO 8, OO 9	Sub-section Responsible investment policy elements	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	Multiple indicators			

Which elements are covered in your formal responsible investment policy(ies)?

PUBLIC

These elements may be set out in one or multiple standalone policy or guideline documents, or they may be part of a broader investment policy.

- (A) Overall approach to responsible investment
- (B) Guidelines on environmental factors
- (C) Guidelines on social factors
- (D) Guidelines on governance factors
- (E) Guidelines on sustainability outcomes
- (F) Guidelines tailored to the specific asset class(es) we hold
- (G) Guidelines on exclusions
- (H) Guidelines on managing conflicts of interest related to responsible investment
- (I) Stewardship: Guidelines on engagement with investees
- (J) Stewardship: Guidelines on overall political engagement
- (K) Stewardship: Guidelines on engagement with other key stakeholders
- (L) Stewardship: Guidelines on (proxy) voting
- (M) Other responsible investment elements not listed here

Specify:

- (N) Our organisation does not have a formal responsible investment policy and/or our policy(ies) do not cover any responsible investment elements

Indicator ID PGS 2	Dependent on:	PGS 1	Sub-section Responsible investment policy elements	PRI Principle 1	Type of Indicator CORE
	Gateway to:	PGS 3, PGS 9, PGS 11.1			

Does your formal responsible investment policy(ies) include specific guidelines on systematic sustainability issues?

PUBLIC

These guidelines may be set out in one or multiple standalone policy or guideline documents, or they may be part of a broader investment policy.

- (A) Specific guidelines on climate change (may be part of guidelines on environmental factors)
- (B) Specific guidelines on human rights (may be part of guidelines on social factors)
- (C) Specific guidelines on other systematic sustainability issues

Specify:

- (D) Our formal responsible investment policy(ies) does not include guidelines on systematic sustainability issues

Indicator ID PGS 3	Dependent on:	PGS 1, PGS 2	Sub-section Responsible investment policy elements	PRI Principle 6	Type of Indicator CORE
	Gateway to:	N/A			

Which elements of your formal responsible investment policy(ies) are publicly available?

PUBLIC

For every selection, provide a link to your publicly available responsible investment policy or guidelines.

- (A) Overall approach to responsible investment

Add link:

Link: <https://investments.metlife.com/about/sustainability/policy-documents/>

File: <https://reporting.unpri.org/file/187C5545-A6F0-477E-A9A7-27CC5935E937/>

- (I) Guidelines tailored to the specific asset class(es) we hold

Add link:

Link: <https://investments.metlife.com/about/sustainability/policy-documents/>

File: <https://reporting.unpri.org/file/81D95C58-9446-4350-8F41-2115A95BB0C3/>

- (J) Guidelines on exclusions

Add link:

Link: <https://investments.metlife.com/about/sustainability/policy-documents/>

File: <https://reporting.unpri.org/file/FA4CA962-0AAF-4F86-A9BD-DEF6E41BAD8B/>

- (K) Guidelines on managing conflicts of interest related to responsible investment

Add link:

Link: <https://investments.metlife.com/about/sustainability/policy-documents/>

File: <https://reporting.unpri.org/file/D301DDC4-FDD5-437B-A3D8-C305B7B22DE6/>

- (L) Stewardship: Guidelines on engagement with investees

Add link:

Link: <https://investments.metlife.com/about/sustainability/policy-documents/>

File: <https://reporting.unpri.org/file/9DBC0FE3-7527-45FC-956E-60367BAD01E7/>

- (Q) No elements of our formal responsible investment policy(ies) are publicly available

Explain why:

Indicator ID PGS 4	Dependent on:	PGS 1	Sub-section Responsible investment policy elements	PRI Principle 1 – 6	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Does your formal responsible investment policy(ies) identify a link between your responsible investment activities and your fiduciary duties or equivalent obligations?

PUBLIC

(A) Yes

Elaborate:

(B) No

Explain why:

Indicator ID PGS 5	Dependent on:	PGS 1	Sub-section Responsible investment policy elements	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

Which elements are covered in your organisation's policy(ies) or guidelines on stewardship?

PUBLIC

Policy(ies) or guidelines on stewardship outline signatories' stewardship approach, i.e. how they use their influence. This may be in a standalone policy or guideline or incorporated into a broader responsible investment policy or similar.

- (A) Overall stewardship objectives
- (B) Prioritisation of specific ESG factors to be advanced via stewardship activities
- (C) Criteria used by our organisation to prioritise the investees, policy makers, key stakeholders, or other entities on which to focus our stewardship efforts
- (D) How different stewardship tools and activities are used across the organisation
- (E) Approach to escalation in stewardship
- (F) Approach to collaboration in stewardship
- (G) Conflicts of interest related to stewardship
- (H) How stewardship efforts and results are communicated across the organisation to feed into investment decision-making and vice versa
- (I) Other

Specify:

MIM's Engagement Policy at <https://investments.metlife.com/about/sustainability/policy-documents/> articulates the importance of active engagement as part of our broad ESG integration efforts. The Policy describes these efforts and how they are carried out by MIM's core asset teams.

- (J) None of the above elements is captured in our policy(ies) or guidelines on stewardship

Indicator ID PGS 7	Dependent on:	OO 9	Sub-section Responsible investment policy elements	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation have a policy that states how (proxy) voting is addressed in your securities lending programme?

PUBLIC

The policy may be a standalone policy, part of a policy on stewardship, or incorporated into a wider responsible investment policy.

- (A) We have a publicly available policy to address (proxy) voting in our securities lending programme

Add link(s):

- (B) We have a policy to address (proxy) voting in our securities lending programme, but it is not publicly available
- (C) We rely on the policy of our external service provider(s)
- (D) We do not have a policy to address (proxy) voting in our securities lending programme
- (E) Not applicable; we do not have a securities lending programme

Indicator ID PGS 8 MINIMUM REQUIREMENT	Dependent on:	PGS 1	Sub-section Responsible investment policy coverage	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

What percentage of your total AUM is covered by the below elements of your responsible investment policy(ies)?

PUBLIC

	Combined AUM coverage of all policy elements
(A) Overall approach to responsible investment	<input type="checkbox"/> (1) 50% or less <input type="checkbox"/> (2) >50% to 60% <input type="checkbox"/> (3) >60% to 70% <input type="checkbox"/> (4) >70% to 80% <input type="checkbox"/> (5) >80% to 90% <input checked="" type="checkbox"/> (6) >90% to <100% <input type="checkbox"/> (7) 100%

Indicator ID PGS 10	Dependent on:	OO 8, OO 9, PGS 1	Sub-section Responsible investment policy coverage	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

Per asset class, what percentage of your AUM is covered by your policy(ies) or guidelines on stewardship with investees?

PUBLIC

Policy(ies) or guidelines on stewardship outline signatories' stewardship approach, i.e. how they use their influence. It may be a standalone policy or guideline or incorporated into a broader responsible investment policy or similar.

(A) Listed equity

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%
- (11) 100%

(B) Fixed income

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%

- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%
- (11) 100%

(C) Private equity

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%
- (11) 100%

(D) Real estate

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%
- (11) 100%

(I) Other

(1) Percentage of AUM covered

- (1) >0% to 10%
- (2) >10% to 20%
- (3) >20% to 30%
- (4) >30% to 40%
- (5) >40% to 50%
- (6) >50% to 60%
- (7) >60% to 70%
- (8) >70% to 80%
- (9) >80% to 90%
- (10) >90% to <100%
- (11) 100%

Indicator ID PGS 11 MINIMUM REQUIREMENT	Dependent on:	N/A	Sub-section Roles and responsibilities	PRI Principle 1	Type of Indicator CORE
	Gateway to:	Multiple indicators			

Which senior level body(ies) or role(s) in your organisation have formal oversight over and accountability for responsible investment?

PUBLIC

- (A) Board members, trustees, or equivalent
- (B) Senior executive-level staff, or equivalent

Specify:

MIM's President

- (C) Investment committee, or equivalent

Specify:

Each of MIM's core asset teams - including public fixed income, private fixed income and real estate - has an investment committee or equivalent

- (D) Head of department, or equivalent

Specify department:

Each of MIM's core asset teams - including public fixed income, private fixed income and real estate - have department heads or equivalent

- (E) None of the above bodies and roles have oversight over and accountability for responsible investment

Indicator ID PGS 11.1	Dependent on:	PGS 1, PGS 2, PGS 11	Sub-section Roles and responsibilities	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation's senior level body(ies) or role(s) have formal oversight over and accountability for the elements covered in your responsible investment policy(ies)?

PUBLIC

These elements may be set out in one or multiple standalone policy or guideline documents, or they may be part of a broader investment policy.

	(1) Board members, trustees, or equivalent	(2) Senior executive-level staff, investment committee, head of department, or equivalent
(A) Overall approach to responsible investment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(G) Guidelines tailored to the specific asset class(es) we hold	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(H) Guidelines on exclusions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(I) Guidelines on managing conflicts of interest related to responsible investment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(J) Stewardship: Guidelines on engagement with investees	<input type="checkbox"/>	<input checked="" type="checkbox"/>
(N) This role has no formal oversight over and accountability for any of the above elements covered in our responsible investment policy(ies)	<input type="radio"/>	<input type="radio"/>

Indicator ID PGS 11.2	Dependent on:	N/A	Sub-section Roles and responsibilities	PRI Principle 1 – 6	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation have governance processes or structures to ensure that your overall political engagement is aligned with your commitment to the principles of PRI, including any political engagement conducted by third parties on your behalf?

PUBLIC

- (A) Yes

Describe how you do this:

MIM's parent, MetLife Inc., has a Government Relations team that engages with policymakers and relevant stakeholders at international, regional and individual market levels to support our business, customers and employees. Government Relations supports opportunities and activities to promote diversity, inclusion, financial health and well-being of customers and communities in the markets in which we operate. The team also collaborates with MetLife's Sustainability Office by seeking opportunities to increase our voice and engagement with regulators and other stakeholders to advance MetLife's sustainability goals.

- (B) No

Explain why:

- (C) Not applicable, our organisation does not conduct any form of political engagement directly or through any third parties

Indicator ID PGS 12 MINIMUM REQUIREMENT	Dependent on:	N/A	Sub-section Roles and responsibilities	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

In your organisation, which internal or external roles are responsible for implementing your approach to responsible investment?

PUBLIC

- (A) Internal role(s)

Specify:

MIM deploys an integrated approach to ESG investing, such that all of our asset originators, portfolio managers and credit analysts are responsible for the implementation of our ESG investment policy and practices. MIM's Sustainable Investment Strategies team ensures that MIM's asset originators, portfolio managers and credit analysts have the necessary information and resources to implement MIM's sustainable investment practices and adhere to MIM's ESG investment policy.

- (B) External investment managers, service providers, or other external partners or suppliers

Specify:

- (C) We do not have any internal or external roles with responsibility for implementing responsible investment

Indicator ID PGS 13	Dependent on:	PGS 11	Sub-section Roles and responsibilities	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation use responsible investment KPIs to evaluate the performance of your board members, trustees, or equivalent?

PUBLIC

- (A) Yes, we use responsible investment KPIs to evaluate the performance of our board members, trustees, or equivalent

Describe: (Voluntary)

- (B) No, we do not use responsible investment KPIs to evaluate the performance of our board members, trustees, or equivalent

Explain why: (Voluntary)

Indicator ID PGS 14	Dependent on:	PGS 11	Sub-section Roles and responsibilities	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation use responsible investment KPIs to evaluate the performance of your senior executive-level staff (or equivalent), and are these KPIs linked to compensation?

PUBLIC

- (A) Yes, we use responsible investment KPIs to evaluate the performance of our senior executive-level staff (or equivalent)

Indicate whether these responsible investment KPIs are linked to compensation

- (1) KPIs are linked to compensation
 (2) KPIs are not linked to compensation as these roles do not have variable compensation
 (3) KPIs are not linked to compensation even though these roles have variable compensation

Describe: (Voluntary)

- (B) No, we do not use responsible investment KPIs to evaluate the performance of our senior executive-level staff (or equivalent)

Explain why: (Voluntary)

Indicator ID PGS 15	Dependent on:	PGS 11	Sub-section Roles and responsibilities	PRI Principle 1	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

What responsible investment competencies do you regularly include in the training of senior-level body(ies) or role(s) in your organisation?

PUBLIC

	(1) Board members, trustees or equivalent	(2) Senior executive-level staff, investment committee, head of department or equivalent
(A) Specific competence in climate change mitigation and adaptation	<input type="checkbox"/>	<input type="checkbox"/>
(B) Specific competence in investors' responsibility to respect human rights	<input type="checkbox"/>	<input type="checkbox"/>
(C) Specific competence in other systematic sustainability issues	<input type="checkbox"/>	<input type="checkbox"/>
(D) The regular training of this senior leadership role does not include any of the above responsible investment competencies	<input type="radio"/>	<input type="radio"/>

Indicator ID PGS 16	Dependent on:	N/A	Sub-section External reporting and disclosures	PRI Principle 6	Type of Indicator CORE
	Gateway to:	N/A			

What elements are included in your regular reporting to clients and/or beneficiaries for the majority of your AUM?

PUBLIC

- (A) Any changes in policies related to responsible investment
- (B) Any changes in governance or oversight related to responsible investment
- (C) Stewardship-related commitments
- (D) Progress towards stewardship-related commitments
- (E) Climate-related commitments
- (F) Progress towards climate-related commitments
- (G) Human rights-related commitments
- (H) Progress towards human rights-related commitments
- (I) Commitments to other systematic sustainability issues
- (J) Progress towards commitments on other systematic sustainability issues
- (K) We do not include any of these elements in our regular reporting to clients and/or beneficiaries for the majority of our AUM

Indicator ID PGS 17	Dependent on:	N/A	Sub-section External reporting and disclosures	PRI Principle 6	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, did your organisation publicly disclose climate-related information in line with the Task Force on Climate-Related Financial Disclosures' (TCFD) recommendations?

PUBLIC

- (A) Yes, including all governance-related recommended disclosures
- (B) Yes, including all strategy-related recommended disclosures
- (C) Yes, including all risk management-related recommended disclosures
- (D) Yes, including all applicable metrics and targets-related recommended disclosures
- (E) None of the above

Explain why: (Voluntary)

While MIM has not officially reported in alignment with the TCFD, MIM became a TCFD Supporter in 2022. In addition, MIM's parent, MetLife, Inc. produces a TCFD aligned index included within our annual Sustainability Report.

Indicator ID PGS 18	Dependent on:	N/A	Sub-section External reporting and disclosures	PRI Principle 6	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

During the reporting year, to which international responsible investment standards, frameworks, or regulations did your organisation report?

PUBLIC

Provide one or more links to examples of your public reporting to such standards, frameworks, or regulations. This indicator's answer options do not intend to be an exhaustive list of the main international responsible investment standards, frameworks or regulations.

- (A) Disclosures against the European Union's Sustainable Finance Disclosure Regulation (SFDR)

Link to example of public disclosures

- (B) Disclosures against the European Union's Taxonomy

Link to example of public disclosures

- (C) Disclosures against the CFA's ESG Disclosures Standard

Link to example of public disclosures

- (D) Disclosures against other international standards, frameworks or regulations

Specify:

Link to example of public disclosures

- (E) Disclosures against other international standards, frameworks or regulations

Specify:

Link to example of public disclosures

- (F) Disclosures against other international standards, frameworks or regulations

Specify:

Link to example of public disclosures

- (G) Disclosures against other international standards, frameworks or regulations

Specify:

[Link to example of public disclosures](#)

Indicator ID PGS 19	Dependent on:	N/A	Sub-section External reporting and disclosures	PRI Principle 6	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, did your organisation publicly disclose its membership in and support for trade associations, think tanks or similar bodies that conduct any form of political engagement?

PUBLIC

This includes any engagements conducted by third parties that do not focus exclusively or entirely on responsible investment.

- (A) Yes, we publicly disclosed our membership in and support for trade associations, think tanks, or similar bodies that conduct any form of political engagement

Add link(s):

Link: <https://www.metlife.com/sustainability/resource-center/esg-frameworks/>

File: <https://reporting.unpri.org/file/efa8a869-21e6-4a04-86c1-5d27e6287b43/>

- (B) No, we did not publicly disclose our membership in and support for trade associations, think tanks, or similar bodies that conduct any form of political engagement

Explain why:

- (C) Not applicable, we were not members in or supporters of any trade associations, think tanks, or similar bodies that conduct any form of political engagement during the reporting year

Indicator ID PGS 20	Dependent on:	N/A	Sub-section Capital allocation	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Which elements do your organisation-level exclusions cover?

PUBLIC

- (A) Exclusions based on our organisation's values or beliefs regarding particular sectors, products or services
- (B) Exclusions based on our organisation's values or beliefs regarding particular regions or countries
- (C) Exclusions based on minimum standards of business practice aligned with international norms such as the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, UN Security Council sanctions or the UN Global Compact
- (D) Exclusions based on our organisation's climate change commitments
- (E) Other elements

Specify:

Specific guidelines are applied as may be requested by MIM's clients and client directed investment screens are incorporated into our investment process, as applicable. Examples of these types of requests can include establishing guidelines based on emissions targets, minimum third-party ESG scores, offering potential solutions to address asset owner net-zero pledges, and implementation of a variety of ESG related investment screens.

- (F) Not applicable; our organisation does not have any organisation-level exclusions

Indicator ID PGS 21	Dependent on:	N/A	Sub-section Capital allocation	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

How does your responsible investment approach influence your strategic asset allocation process?

PUBLIC

- (A) We incorporate ESG factors into our assessment of expected asset class risks and returns

Select from dropdown list:

- (1) for all of our AUM subject to strategic asset allocation
- (2) for a majority of our AUM subject to strategic asset allocation
- (3) for a minority of our AUM subject to strategic asset allocation

- (B) We incorporate climate change–related risks and opportunities into our assessment of expected asset class risks and returns

Select from dropdown list:

- (1) for all of our AUM subject to strategic asset allocation
- (2) for a majority of our AUM subject to strategic asset allocation
- (3) for a minority of our AUM subject to strategic asset allocation

- (C) We incorporate human rights–related risks and opportunities into our assessment of expected asset class risks and returns

Select from dropdown list:

- (1) for all of our AUM subject to strategic asset allocation
- (2) for a majority of our AUM subject to strategic asset allocation
- (3) for a minority of our AUM subject to strategic asset allocation

- (D) We incorporate risks and opportunities related to other systematic sustainability issues into our assessment of expected asset class risks and returns

Select from dropdown list:

- (1) for all of our AUM subject to strategic asset allocation
- (2) for a majority of our AUM subject to strategic asset allocation
- (3) for a minority of our AUM subject to strategic asset allocation

Specify: (Voluntary)

- (E) We do not incorporate ESG factors, climate change, human rights or other systematic sustainability issues into our assessment of expected asset class risks and returns
- (F) Not applicable; we do not have a strategic asset allocation process

Indicator ID PGS 22	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of AUM within each asset class, which of the following best describes your primary stewardship objective?

PUBLIC

Your stewardship activities may be conducted directly by your organisation or by external investment managers or service providers on your behalf.

	(1) Listed equity	(2) Fixed income	(3) Private equity	(4) Real estate
(A) Maximise our portfolio-level risk-adjusted returns. In doing so, we seek to address any risks to overall portfolio performance caused by individual investees' contribution to systematic sustainability issues.	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
(B) Maximise our individual investments' risk-adjusted returns. In doing so, we do not seek to address any risks to overall portfolio performance caused by individual investees' contribution to systematic sustainability issues.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID PGS 23	Dependent on:	OO 5, OO 8, OO 9	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

How does your organisation, or the external service providers or external managers acting on your behalf, prioritise the investees or other entities on which to focus its stewardship efforts?

PUBLIC

If applicable, describe how this differs between asset classes.

Indicator ID PGS 24	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

Which of the following best describes your organisation's default position, or the position of the external service providers or external managers acting on your behalf, concerning collaborative stewardship efforts?

PUBLIC

- (A) We recognise the value of collective action, and as a result, we prioritise collaborative stewardship efforts wherever possible
- (B) We collaborate on a case-by-case basis
- (C) Other

Specify:

- (D) We do not join collaborative stewardship efforts

Indicator ID PGS 24.1	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Elaborate on your organisation's default position on collaborative stewardship, or the position of the external service providers or external investment managers acting on your behalf, including any other details on your overall approach to collaboration.

PUBLIC

Indicator ID PGS 25	Dependent on:	OO 5, OO 8, OO 9	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Rank the channels that are most important for your organisation in achieving its stewardship objectives.

PUBLIC

Ranking options: 1 = most important, 5 = least important

- (A) Internal resources, e.g. stewardship team, investment team, ESG team, or staff

Select from the list:

- 1
- 2
- 3
- 4
- 5

- (B) External investment managers, third-party operators and/or external property managers, if applicable

Select from the list:

- 1
- 2
- 3
- 4
- 5

- (C) External paid specialist stewardship services (e.g. engagement overlay services or, in private markets, sustainability consultants) excluding investment managers, real assets third-party operators, or external property managers

Select from the list:

- 1
- 2
- 3
- 4
- 5

(D) Informal or unstructured collaborations with investors or other entities

Select from the list:

- 1
- 2
- 3
- 4
- 5

(E) Formal collaborative engagements, e.g. PRI-coordinated collaborative engagements, Climate Action 100+, or similar

Select from the list:

- 1
- 2
- 3
- 4
- 5

(F) We do not use any of these channels

Indicator ID PGS 26	Dependent on:	OO 8, OO 9, PGS 1	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

How does your organisation ensure that its policy on stewardship is implemented by the external service providers to which you have delegated stewardship activities?

PUBLIC

This indicator only applies to signatories that partially or fully outsource their stewardship activities to external service providers.

(A) Example(s) of measures taken when selecting external service providers:

(B) Example(s) of measures taken when designing engagement mandates and/or consultancy agreements for external service providers:

(C) Example(s) of measures taken when monitoring the stewardship activities of external service providers:

Indicator ID PGS 27	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

How are your organisation's stewardship activities linked to your investment decision making, and vice versa?

PUBLIC

Your stewardship activities and/or investment decision-making may be conducted directly by your organisation and/or by external investment managers or service providers on your behalf.

Indicator ID PGS 28	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Overall stewardship strategy	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

If relevant, provide any further details on your organisation's overall stewardship strategy.

PUBLIC

Indicator ID PGS 30	Dependent on:	OO 9	Sub-section Stewardship: (Proxy) voting	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

How is voting addressed in your securities lending programme?

PUBLIC

- (A) We recall all securities for voting on all ballot items
- (B) When a vote is deemed important according to pre-established criteria (e.g. high stake in the company), we recall all our securities for voting

Provide details on these criteria:

- (C) Other

Specify:

- (D) We do not recall our securities for voting purposes
- (E) Not applicable; we do not have a securities lending programme

Indicator ID PGS 31	Dependent on:	OO 9.1	Sub-section Stewardship: (Proxy) voting	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of votes cast over which you have discretion to vote, which of the following best describes your decision making approach regarding shareholder resolutions (or that of your external service provider(s) if decision making is delegated to them)?

PUBLIC

Select the answer option that reflects your approach for the majority of votes cast across all your listed equity and hedge funds AUM over which you have the discretion to vote.

- (A) We vote in favour of resolutions expected to advance progress on our stewardship priorities, including affirming a company's good practice or prior commitment
- (B) We vote in favour of resolutions expected to advance progress on our stewardship priorities, but only if the investee company has not already publicly committed to the action(s) requested in the proposal
- (C) We vote in favour of shareholder resolutions only as an escalation measure
- (D) We vote in favour of the investee company management's recommendations by default
- (E) Not applicable; we do not vote on shareholder resolutions

Indicator ID PGS 32	Dependent on:	OO 9	Sub-section Stewardship: (Proxy) voting	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, how did your organisation, or your external service provider(s), pre-declare voting intentions prior to voting in annual general meetings (AGMs) or extraordinary general meetings (EGMs)?

PUBLIC

If a signatory has publicly and/or privately communicated their voting intentions at least once during the reporting year, answer options A, B and/or C can be selected, respectively.

- (A) We pre-declared our voting intentions publicly through the PRI's vote declaration system on the Resolution Database
- (B) We pre-declared our voting intentions publicly by other means, e.g. through our website

Add link(s) to public disclosure:

- (C) We privately communicated our voting decision to investee companies prior to the AGM/EGM
- (D) We did not privately or publicly communicate our voting intentions prior to the AGM/EGM
- (E) Not applicable; we did not cast any (proxy) votes during the reporting year

Indicator ID PGS 33	Dependent on:	OO 9	Sub-section Stewardship: (Proxy) voting	PRI Principle 2	Type of Indicator CORE
	Gateway to:	PGS 33.1			

After voting has taken place, do you publicly disclose your (proxy) voting decisions or those made on your behalf by your external service provider(s), company by company and in a central source?

PUBLIC

- (A) Yes, for all (proxy) votes

Add link(s):

- (B) Yes, for the majority of (proxy) votes

Add link(s):

- (C) Yes, for a minority of (proxy) votes

Add link(s):

Explain why you only publicly disclose a minority of (proxy) voting decisions:

- (D) No, we do not publicly report our (proxy) voting decisions company-by-company and in a central source

Explain why:

It is not our policy to make public the results of our proxy voting results, but we are willing to work with our clients to discuss proxy voting activity that is relevant to their respective MIM-managed portfolios.

Indicator ID PGS 34	Dependent on:	OO 9	Sub-section Stewardship: (Proxy) voting	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

After voting has taken place, did your organisation, and/or the external service provider(s) acting on your behalf, communicate the rationale for your voting decisions during the reporting year?

PUBLIC

	(1) In cases where we abstained or voted against management recommendations	(2) In cases where we voted against an ESG-related shareholder resolution
(A) Yes, we publicly disclosed the rationale	<input type="radio"/> (1) for all votes <input type="radio"/> (2) for a majority of votes <input type="radio"/> (3) for a minority of votes	<input type="radio"/> (1) for all votes <input type="radio"/> (2) for a majority of votes <input type="radio"/> (3) for a minority of votes
(B) Yes, we privately communicated the rationale to the company	<input type="radio"/> (1) for all votes <input type="radio"/> (2) for a majority of votes <input type="radio"/> (3) for a minority of votes	<input type="radio"/> (1) for all votes <input type="radio"/> (2) for a majority of votes <input type="radio"/> (3) for a minority of votes
(C) We did not publicly or privately communicate the rationale, or we did not track this information	<input checked="" type="radio"/>	<input checked="" type="radio"/>
(D) Not applicable; we did not abstain or vote against management recommendations or ESG-related shareholder resolutions during the reporting year	<input type="radio"/>	<input type="radio"/>

Indicator ID PGS 35	Dependent on:	OO 9	Sub-section Stewardship: (Proxy) voting	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

How does your organisation ensure vote confirmation, i.e. that your votes have been cast and counted correctly?

PUBLIC

Through an example, explain what measure(s) your organisation has in place to overcome any bureaucratic and logistical obstacles in the voting chain and confirmation process.

Indicator ID PGS 36	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Escalation	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

For your listed equity holdings, what escalation measures did your organisation, or the external investment managers or service providers acting on your behalf, use in the past three years?

PUBLIC

	(1) Listed equity
(A) Joining or broadening an existing collaborative engagement or creating a new one	<input type="checkbox"/>
(B) Filing, co-filing, and/or submitting a shareholder resolution or proposal	<input type="checkbox"/>
(C) Publicly engaging the entity, e.g. signing an open letter	<input type="checkbox"/>
(D) Voting against the re-election of one or more board directors	<input type="checkbox"/>
(E) Voting against the chair of the board of directors, or equivalent, e.g. lead independent director	<input type="checkbox"/>
(F) Divesting	<input type="checkbox"/>
(G) Litigation	<input type="checkbox"/>
(H) Other	<input type="checkbox"/>
(I) In the past three years, we did not use any of the above escalation measures for our listed equity holdings	<input checked="" type="radio"/>

(I) In the past three years, we did not use any of the above escalation measures for our listed equity holdings - (1) Listed equity - Explain why: (Voluntary)

Indicator ID PGS 37	Dependent on:	OO 5.1, OO 5.3 FI, OO 8	Sub-section Stewardship: Escalation	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

For your corporate fixed income assets, what escalation measures did your organisation, or the external investment managers or service providers acting on your behalf, use in the past three years?

PUBLIC

- (A) Joining or broadening an existing collaborative engagement or creating a new one
- (B) Publicly engaging the entity, e.g. signing an open letter
- (C) Not investing
- (D) Reducing exposure to the investee entity
- (E) Divesting
- (F) Litigation
- (G) Other

Specify:

Direct, private engagement with the issuer / company.

- (H) In the past three years, we did not use any of the above escalation measures for our corporate fixed income assets

Explain why: (Voluntary)

Indicator ID PGS 38	Dependent on:	OO 8, OO 5.3 FI	Sub-section Stewardship: Escalation	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Describe your approach to escalation for your internally managed SSA and/or private debt fixed income assets.

PUBLIC

(A) SSA - Approach to escalation

(B) Private debt - Approach to escalation

Indicator ID PGS 39	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Engagement with policy makers	PRI Principle 2	Type of Indicator CORE
	Gateway to:	PGS 39.1, PGS 39.2			

Did your organisation, or the external investment managers or service providers acting on your behalf, engage with policy makers as part of your responsible investment approach during the reporting year?

PUBLIC

- (A) Yes, we engaged with policy makers directly
- (B) Yes, we engaged with policy makers through the leadership of or active participation in working groups or collaborative initiatives, including via the PRI
- (C) Yes, we were members of, supported, or were in another way affiliated with third party organisations, including trade associations and non-profit organisations, that engage with policy makers, excluding the PRI
- (D) We did not engage with policy makers directly or indirectly during the reporting year beyond our membership in the PRI

Explain why: (Voluntary)

Indicator ID PGS 39.1	Dependent on:	PGS 39	Sub-section Stewardship: Engagement with policy makers	PRI Principle 2	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, what methods did you, or the external investment managers or service providers acting on your behalf, use to engage with policy makers as part of your responsible investment approach?

PUBLIC

- (A) We participated in 'sign-on' letters
- (B) We responded to policy consultations
- (C) We provided technical input via government- or regulator-backed working groups

Describe:

As one example, MetLife, including MIM, provided feedback to the U.S. Securities and Exchange Commission (through an industry group) regarding their proposed climate risk disclosure regulation during their open comment period.

- (D) We engaged policy makers on our own initiative

Describe:

- (E) Other methods

Describe:

Indicator ID	Dependent on:	PGS 39	Sub-section	PRI Principle	Type of Indicator
PGS 39.2	Gateway to:	N/A	Stewardship: Engagement with policy makers	2	CORE

During the reporting year, did your organisation publicly disclose details of your engagement with policy makers conducted as part of your responsible investment approach, including through external investment managers or service providers?

PUBLIC

- (A) We publicly disclosed all our policy positions

Add link(s):

- (B) We publicly disclosed details of our engagements with policy makers

Add link(s):

- (C) No, we did not publicly disclose details of our engagement with policy makers conducted as part of our responsible investment approach during the reporting year

Explain why:

It is not MetLife's standard practice to publicly disclose the details of our engagement with policy makers.

Indicator ID PGS 40	Dependent on:	OO 8, OO 9	Sub-section Stewardship: Examples	PRI Principle 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Provide examples of stewardship activities that you conducted individually or collaboratively during the reporting year that contributed to desired changes in the investees, policy makers or other entities with which you interacted.

PUBLIC

	(1) Led by	(2) Primary focus of stewardship activity	(3) Asset class(es)	(4) Description of the activity and what was achieved. For collaborative activities, provide detail on your individual contribution.
(A) Example 1: Title of stewardship activity:	<ul style="list-style-type: none"> <input type="radio"/> (1) Internally led <input type="radio"/> (2) External service provider led <input type="radio"/> (3) Led by an external investment manager, real assets third-party operator and/or external property manager 	<ul style="list-style-type: none"> <input type="checkbox"/> (1) Environmental factors <input type="checkbox"/> (2) Social factors <input type="checkbox"/> (3) Governance factors 	<ul style="list-style-type: none"> <input type="checkbox"/> (1) Listed equity <input type="checkbox"/> (2) Fixed income <input type="checkbox"/> (3) Private equity <input type="checkbox"/> (4) Real estate <input type="checkbox"/> (5) Infrastructure <input type="checkbox"/> (6) Hedge funds <input type="checkbox"/> (7) Forestry <input type="checkbox"/> (8) Farmland <input type="checkbox"/> (9) Other 	
(B) Example 2: Title of stewardship activity:	<ul style="list-style-type: none"> <input type="radio"/> (1) Internally led <input type="radio"/> (2) External service provider led <input type="radio"/> (3) Led by an external investment manager, real assets third-party operator and/or external property manager 	<ul style="list-style-type: none"> <input type="checkbox"/> (1) Environmental factors <input type="checkbox"/> (2) Social factors <input type="checkbox"/> (3) Governance factors 	<ul style="list-style-type: none"> <input type="checkbox"/> (1) Listed equity <input type="checkbox"/> (2) Fixed income <input type="checkbox"/> (3) Private equity <input type="checkbox"/> (4) Real estate <input type="checkbox"/> (5) Infrastructure 	

			<input type="checkbox"/> (6) Hedge funds <input type="checkbox"/> (7) Forestry <input type="checkbox"/> (8) Farmland <input type="checkbox"/> (9) Other	
(C) Example 3: Title of stewardship activity:	<input type="radio"/> (1) Internally led <input type="radio"/> (2) External service provider led <input type="radio"/> (3) Led by an external investment manager, real assets third-party operator and/or external property manager	<input type="checkbox"/> (1) Environmental factors <input type="checkbox"/> (2) Social factors <input type="checkbox"/> (3) Governance factors	<input type="checkbox"/> (1) Listed equity <input type="checkbox"/> (2) Fixed income <input type="checkbox"/> (3) Private equity <input type="checkbox"/> (4) Real estate <input type="checkbox"/> (5) Infrastructure <input type="checkbox"/> (6) Hedge funds <input type="checkbox"/> (7) Forestry <input type="checkbox"/> (8) Farmland <input type="checkbox"/> (9) Other	
(D) Example 4: Title of stewardship activity:	<input type="radio"/> (1) Internally led <input type="radio"/> (2) External service provider led <input type="radio"/> (3) Led by an external investment manager, real assets third-party operator and/or external property manager	<input type="checkbox"/> (1) Environmental factors <input type="checkbox"/> (2) Social factors <input type="checkbox"/> (3) Governance factors	<input type="checkbox"/> (1) Listed equity <input type="checkbox"/> (2) Fixed income <input type="checkbox"/> (3) Private equity <input type="checkbox"/> (4) Real estate <input type="checkbox"/> (5) Infrastructure <input type="checkbox"/> (6) Hedge funds <input type="checkbox"/> (7) Forestry <input type="checkbox"/> (8) Farmland <input type="checkbox"/> (9) Other	
(E) Example 5: Title of stewardship activity:	<input type="radio"/> (1) Internally led <input type="radio"/> (2) External service provider led <input type="radio"/> (3) Led by an external investment manager, real assets third-party operator and/or external property manager	<input type="checkbox"/> (1) Environmental factors <input type="checkbox"/> (2) Social factors <input type="checkbox"/> (3) Governance factors	<input type="checkbox"/> (1) Listed equity <input type="checkbox"/> (2) Fixed income <input type="checkbox"/> (3) Private equity	

			<input type="checkbox"/> (4) Real estate <input type="checkbox"/> (5) Infrastructure <input type="checkbox"/> (6) Hedge funds <input type="checkbox"/> (7) Forestry <input type="checkbox"/> (8) Farmland <input type="checkbox"/> (9) Other	
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Indicator ID PGS 41	Dependent on:	N/A	Sub-section Climate change	PRI Principle General	Type of Indicator CORE
	Gateway to:	PGS 41.1			

Has your organisation identified climate-related risks and opportunities affecting your investments?

PUBLIC

- (A) Yes, within our standard planning horizon

Specify the risks and opportunities identified and your relevant standard planning horizon:

Our investment teams have identified physical and transition risks & opportunities that could result in positive or negative pecuniary effects on asset values, capital spending, debt and leverage ratios, revenues and earnings, and other financial metrics as the global economy decarbonizes in the face of increasing frequency and severity of extreme weather and chronic risk factors. These include policy, technology, sentiment, market, and legal transition risks along with acute and chronic physical risks. Additionally, real estate equity acquisitions and debt originations include a physical risk report, from a third-party vendor platform, and indications of high risk are addressed with possible asset or area-wide mitigation measures. Existing equity and debt portfolios are periodically analyzed in a similar fashion. For our residential whole loan AUM, we assess perils risk for under-insured losses that could be taken.

- (B) Yes, beyond our standard planning horizon

Specify the risks and opportunities identified and your relevant standard planning horizon:

Risks beyond our standard planning horizon include risks associated with a disorderly transition, along with the balancing act of higher physical risk in the face of reduced transition risk.

- (C) No, we have not identified climate-related risks and/or opportunities affecting our investments

Explain why:

Indicator ID PGS 41.1	Dependent on:	PGS 41	Sub-section Climate change	PRI Principle General	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation integrate climate-related risks and opportunities affecting your investments in its overall investment strategy, financial planning and (if relevant) products?

PUBLIC

Signatories should provide information on their transition plans, if available. A transition plan is an aspect of an organisation's overall strategy that lays out a set of targets and actions supporting its transition toward a low-carbon economy, including actions such as reducing its greenhouse gas emissions.

- (A) Yes, our overall investment strategy, financial planning and (if relevant) products integrate climate-related risks and opportunities

Describe how climate-related risks and opportunities have affected or are expected to affect your investment strategy, financial planning and (if relevant) products:

MIM has taken steps to integrate climate-related pecuniary risks and opportunities into our investment strategy, planning and products. We have a sustainability research team that works closely with our credit research team and reports to our global Head of Credit Research. Our research teams examine the GHG emission profile, decarbonization targets, and financial profile of credit issuers, in order to develop a careful assessment of the issuer's balance sheet health, operational profile, and any potential risks or opportunities posed by the energy transition. Moreover, our teams monitor issuers' progress towards these goals over time. We have also taken steps to connect sustainability data with portfolio data, utilizing GHG emissions and climate data in our portfolio software. In partnership with clients who have set net zero targets, we are preparing to follow in accordance with the EU's SFDR regulation for applicable funds. Additionally, for real estate equity and debt investments we analyze both the physical and transition risk from climate change. For equity assets that pose high risk in either category we estimate the impact to cash flow and value and, how to mitigate that risk, if possible. For our residential whole loan AUM, we assess perils risk for under-insured losses that could be taken.

- (B) No, our organisation has not yet integrated climate-related risks and opportunities into its investment strategy, financial planning and (if relevant) products

Explain why:

Indicator ID PGS 42	Dependent on:	N/A	Sub-section Climate change	PRI Principle General	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Which sectors are covered by your organisation's strategy addressing high-emitting sectors?

PUBLIC

(A) Coal

Describe your strategy:

(B) Gas

Describe your strategy:

(C) Oil

Describe your strategy:

(D) Utilities

Describe your strategy:

(E) Cement

Describe your strategy:

(F) Steel

Describe your strategy:

(G) Aviation

Describe your strategy:

(H) Heavy duty road

Describe your strategy:

(I) Light duty road

Describe your strategy:

(J) Shipping

Describe your strategy:

(K) Aluminium

Describe your strategy

(L) Agriculture, forestry, fishery

Describe your strategy:

(M) Chemicals

Describe your strategy:

(N) Construction and buildings

Describe your strategy:

- (O) Textile and leather

Describe your strategy:

- (P) Water

Describe your strategy:

- (Q) Other

Specify:

Describe your strategy:

- (R) We do not have a strategy addressing high-emitting sectors

Indicator ID PGS 43	Dependent on:	N/A	Sub-section Climate change	PRI Principle General	Type of Indicator CORE
	Gateway to:	N/A			

Has your organisation assessed the resilience of its investment strategy in different climate scenarios, including one in which the average temperature rise is held to below 2 degrees Celsius (preferably to 1.5 degrees Celsius) above pre-industrial levels?

PUBLIC

- (A) Yes, using the Inevitable Policy Response Forecast Policy Scenario (FPS) or Required Policy Scenario (RPS)
- (B) Yes, using the One Earth Climate Model scenario
- (C) Yes, using the International Energy Agency (IEA) Net Zero scenario
- (D) Yes, using other scenarios

Specify:

Over the course of 2022, MIM's public fixed income team hosted deep-dive methodology sessions with members of BlackRock's product and climate modeling teams. The energy and utility sectors were prioritized given their GHG-intensive profiles and BlackRock's sector-specific transition risk models. Similar conversations have begun with research analysts covering transportation, industrials, and sovereigns. These conversations utilized the NGFS Orderly and Disorderly Transition Scenarios. BlackRock's Aladdin Climate also utilizes RCP4.5 and RCP8.5.

Additionally, for real estate equity and debt investments - both new acquisitions and originations as well as existing portfolios - we analyze physical risk from climate change under three Representative Concentration Pathways (RCP): 2.6, 4.5 and 8.5. We also review the RCP results under three timelines (where available); 2030, 2050 and 2100.

- (E) No, we have not assessed the resilience of our investment strategy in different climate scenarios, including one that holds temperature rise to below 2 degrees

Indicator ID PGS 44	Dependent on:	N/A	Sub-section Climate change	PRI Principle General	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation have a process to identify, assess, and manage the climate-related risks (potentially) affecting your investments?

PUBLIC

- (A) Yes, we have a process to identify and assess climate-related risks

(1) Describe your process

As one example, MIM's public fixed income team has a sustainability research team that works closely with our credit research team and reports to our global Head of Credit Research. Our research teams examine the GHG emission profile, decarbonization targets, and financial profile of credit issuers, in order to develop a careful assessment of the issuer's balance sheet health, operational profile, and any potential risks or opportunities posed by the energy transition. Moreover, our teams monitor issuers' progress towards these goals over time. We have also taken steps to connect sustainability data with portfolio data, utilizing GHG emissions and climate data in our portfolio software.

(2) Describe how this process is integrated into your overall risk management

As one example, MIM's public fixed income portfolio managers are ultimately responsible for making investment decisions in portfolios to align with the mandate's objectives and investment guidelines. Sustainability risks are evaluated at the issuer level along with conventional business fundamentals and are integrated in our standard investment research process for new issues and as part of ongoing monitoring. As mentioned above, while we seek to understand these risks this is an area where the availability, comparability, and reliability of quantitative data is in the process of maturing and qualitative judgments amongst experienced professionals could differ. Similar to traditional financial risks, the investment team may avoid purchasing, reduce, or exit a position in the event that such risks pose a significant challenge to the underlying fundamentals, change the investment thesis, or are not adequately compensated compared to issuers with lower risks.

- (B) Yes, we have a process to manage climate-related risks

(1) Describe your process

As one example, MIM's public fixed income team has a sustainability research team that works closely with our credit research team and reports to our global Head of Credit Research. Our research teams examine the GHG emission profile, decarbonization targets, and financial profile of credit issuers, in order to develop a careful assessment of the issuer's balance sheet health, operational profile, and any potential risks or opportunities posed by the energy transition. Moreover, our teams monitor issuers' progress towards these goals over time. We have also taken steps to connect sustainability data with portfolio data, utilizing GHG emissions and climate data in our portfolio software. For our residential whole loan AUM, we assess perils risk for under-insured losses that could be taken.

(2) Describe how this process is integrated into your overall risk management

As one example, MIM's public fixed income portfolio managers are ultimately responsible for making investment decisions in portfolios to align with the mandate's objectives and investment guidelines. Sustainability risks are evaluated at the issuer level along with conventional business fundamentals and are integrated in our standard investment research process for new issues and as part of ongoing monitoring. As mentioned above, while we seek to understand these risks this is an area where the availability, comparability, and reliability of quantitative data is in the process of maturing and qualitative judgments amongst experienced professionals could differ. Similar to traditional financial risks, the investment team may avoid purchasing, reduce, or exit a position in the event that such risks pose a significant challenge to the underlying fundamentals, change the investment thesis, or are not adequately compensated compared to issuers with lower risks.

- (C) No, we do not have any processes to identify, assess, or manage the climate-related risks affecting our investments

Explain why: (Voluntary)

Indicator ID PGS 45	Dependent on:	N/A	Sub-section Climate change	PRI Principle General	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, which of the following climate risk metrics or variables affecting your investments did your organisation use and disclose?

PUBLIC

Specify whether your organisation disclosed the methodology used to calculate any relevant climate risk metrics and variables affecting your investments. Disclosures made during the reporting year may be about metrics of the year before the reporting year.

(A) Exposure to physical risk

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

(B) Exposure to transition risk

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

(C) Internal carbon price

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

(D) Total carbon emissions

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

(E) Weighted average carbon intensity

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

(F) Avoided emissions

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

(G) Implied Temperature Rise (ITR)

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

- (H) Non-ITR measure of portfolio alignment with UNFCCC Paris Agreement goals

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

- (I) Proportion of assets or other business activities aligned with climate-related opportunities

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

- (J) Other metrics or variables

Specify:

(1) Indicate whether this metric or variable was used and disclosed, including the methodology

- (1) Metric or variable used
- (2) Metric or variable used and disclosed
- (3) Metric or variable used and disclosed, including methodology

- (K) Our organisation did not use or disclose any climate risk metrics or variables affecting our investments during the reporting year

Explain why: (Voluntary)

Indicator ID PGS 46	Dependent on:	N/A	Sub-section Climate change	PRI Principle General	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, did your organisation disclose its Scope 1, Scope 2, and/or Scope 3 greenhouse gas emissions?

PUBLIC

Specify whether your organisation disclosed the methodology used to calculate its greenhouse gas emissions. Disclosures made during the reporting year may be about metrics of the year before the reporting year.

(A) Scope 1 emissions

(1) Indicate whether this metric was disclosed, including the methodology

- (1) Metric disclosed
 (2) Metric and methodology disclosed

(2) Provide links to the disclosed metric and methodology, as applicable

Link: <https://sustainabilityreport.metlife.com/report/>

File: <https://reporting.unpri.org/file/2051c221-f86c-49f9-9f99-7a79e8450cb6/>

Link: <https://www.metlife.com/sustainability/resource-center/esg-frameworks/>

File: <https://reporting.unpri.org/file/6dbc73e9-7a80-4044-8311-387ae4f0f06b/>

(B) Scope 2 emissions

(1) Indicate whether this metric was disclosed, including the methodology

- (1) Metric disclosed

(2) Metric and methodology disclosed

(2) Provide links to the disclosed metric and methodology, as applicable

Link: <https://sustainabilityreport.metlife.com/report/>

File: <https://reporting.unpri.org/file/716d3e17-90d6-4c1d-b26a-d2f319630147/>

Link: <https://www.metlife.com/sustainability/resource-center/esg-frameworks/>

File: <https://reporting.unpri.org/file/660a684a-9a0e-4eba-9b2b-1f3585135c68/>

(C) Scope 3 emissions (including financed emissions)

(1) Indicate whether this metric was disclosed, including the methodology

(1) Metric disclosed

(2) Metric and methodology disclosed

(2) Provide links to the disclosed metric and methodology, as applicable

(D) Our organisation did not disclose its Scope 1, Scope 2, or Scope 3 greenhouse gas emissions during the reporting year

Indicator ID PGS 47	Dependent on:	N/A	Sub-section Sustainability outcomes	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	Multiple indicators			

Has your organisation identified the intended and unintended sustainability outcomes connected to its investment activities?

PUBLIC

All investment activities can be connected to positive and negative outcomes. An organisation's intended and unintended sustainability outcomes may include, for example, greenhouse gas emissions or actual and potential negative human rights outcomes for people.

- (A) Yes, we have identified one or more specific sustainability outcomes connected to our investment activities
- (B) No, we have not yet identified the sustainability outcomes connected to any of our investment activities

Explain why:

Indicator ID PGS 47.1	Dependent on:	PGS 47	Sub-section Sustainability outcomes	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	N/A			

Which widely recognised frameworks has your organisation used to identify the intended and unintended sustainability outcomes connected to its investment activities?

PUBLIC

All investment activities can be connected to positive and negative outcomes. An organisation's intended and unintended sustainability outcomes may include, for example, greenhouse gas emissions or actual and potential negative human rights outcomes.

- (A) The UN Sustainable Development Goals (SDGs) and targets
- (B) The UNFCCC Paris Agreement
- (C) The UN Guiding Principles on Business and Human Rights (UNGPs)
- (D) OECD frameworks: OECD Guidelines for Multinational Enterprises and Guidance on Responsible Business Conduct for Institutional Investors
- (E) The EU Taxonomy
- (F) Other relevant taxonomies

Specify:

- (G) The International Bill of Human Rights
- (H) The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the eight core conventions
- (I) The Convention on Biological Diversity
- (J) Other international framework(s)

Specify:

- (K) Other regional framework(s)

Specify:

- (L) Other sectoral/issue-specific framework(s)

Specify:

- (M) Our organisation did not use any widely recognised frameworks to identify the intended and unintended sustainability outcomes connected to its investment activities

Indicator ID PGS 47.2	Dependent on:	PGS 47	Sub-section Sustainability outcomes	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	PGS 48			

What are the primary methods that your organisation has used to determine the most important intended and unintended sustainability outcomes connected to its investment activities?

PUBLIC

Select a maximum of four responses.

- (A) Identify sustainability outcomes that are closely linked to our core investment activities
- (B) Consult with key clients and/or beneficiaries to align with their priorities
- (C) Assess which actual or potential negative outcomes for people are most severe based on their scale, scope, and irremediable character
- (D) Identify sustainability outcomes that are closely linked to systematic sustainability issues
- (E) Analyse the input from different stakeholders (e.g. affected communities, civil society, trade unions or similar)
- (F) Understand the geographical relevance of specific sustainability outcome objectives
- (G) Other method

Specify:

- (H) We have not yet determined the most important sustainability outcomes connected to our investment activities

Indicator ID PGS 49	Dependent on:	PGS 47	Sub-section Human rights	PRI Principle 1, 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	PGS 49.1			

During the reporting year, what steps did your organisation take to identify and take action on the actual and potentially negative outcomes for people connected to your investment activities?

PUBLIC

- (A) We assessed the human rights context of our potential and/or existing investments and projected how this could connect our organisation to negative human rights outcomes

Explain how these activities were conducted:

- (B) We assessed whether individuals at risk or already affected might be at heightened risk of harm

Explain how these activities were conducted:

- (C) We consulted with individuals and groups who were at risk or already affected, their representatives and/or other relevant stakeholders such as human rights experts

Explain how these activities were conducted:

- (D) We took other steps to assess and manage the actual and potentially negative outcomes for people connected to our investment activities

Specify:

Explain how these activities were conducted:

- (E) We did not identify and take action on the actual and potentially negative outcomes for people connected to any of our investment activities during the reporting year

Indicator ID PGS 49.2	Dependent on:	PGS 47	Sub-section Human rights	PRI Principle 1, 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

During the reporting year, what information sources did your organisation use to identify the actual and potentially negative outcomes for people connected to its investment activities?

PUBLIC

- (A) Corporate disclosures

Provide further detail on how your organisation used these information sources:

- (B) Media reports

Provide further detail on how your organisation used these information sources:

- (C) Reports and other information from NGOs and human rights institutions

Provide further detail on how your organisation used these information sources:

- (D) Country reports, for example, by multilateral institutions, e.g. OECD, World Bank

Provide further detail on how your organisation used these information sources:

- (E) Data provider scores or benchmarks

Provide further detail on how your organisation used these information sources:

- (F) Human rights violation alerts

Provide further detail on how your organisation used these information sources:

- (G) Sell-side research

Provide further detail on how your organisation used these information sources:

- (H) Investor networks or other investors

Provide further detail on how your organisation used these information sources:

- (I) Information provided directly by affected stakeholders or their representatives

Provide further detail on how your organisation used these information sources:

(J) Social media analysis

Specify:

Provide further detail on how your organisation used these information sources:

(K) Other

Specify:

Provide further detail on how your organisation used these information sources:

Indicator ID PGS 50	Dependent on:	PGS 47	Sub-section Human rights	PRI Principle 1, 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

During the reporting year, did your organisation, directly or through influence over investees, enable access to remedy for people affected by negative human rights outcomes connected to your investment activities?

PUBLIC

- (A) Yes, we enabled access to remedy directly for people affected by negative human rights outcomes we caused or contributed to through our investment activities

Describe:

- (B) Yes, we used our influence to ensure that our investees provided access to remedies for people affected by negative human rights outcomes we were linked to through our investment activities

Describe:

- (C) No, we did not enable access to remedy directly, or through the use of influence over investees, for people affected by negative human rights outcomes connected to our investment activities during the reporting year

Explain why:

Minimum Requirements Confirmation

We, the reporting organisation, confirm that we have read and understood the minimum requirements for investor signatories to the Principles for Responsible Investment, relating to indicators PGS 1, PGS 8, PGS 11 and PGS 12, and confirm that the information we have reported on these indicators is true and accurate.

Confirm response to these indicators

Indicator ID SAM 1	Dependent on:	OO 21	Sub-section External investment managers	PRI Principle 4	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of your externally managed AUM in each asset class, which responsible investment aspects does your organisation consider important in the assessment of external investment managers?

PUBLIC

Answer options refer to external investment managers' responsible investment policies and the practices that your organisation considers relevant for decision making in their assessment.

	(5) Private equity
Organisation	
(A) Commitment to and experience in responsible investment	<input checked="" type="checkbox"/>
(B) Responsible investment policy(ies)	<input checked="" type="checkbox"/>
(C) Governance structure and senior-level oversight and accountability	<input checked="" type="checkbox"/>
People and Culture	
(D) Adequate resourcing and incentives	<input checked="" type="checkbox"/>
(E) Staff competencies and experience in responsible investment	<input checked="" type="checkbox"/>
Investment Process	
(F) Incorporation of material ESG factors in the investment process	<input checked="" type="checkbox"/>
(G) Incorporation of risks connected to systematic sustainability issues in the investment process	<input checked="" type="checkbox"/>
(H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment	<input checked="" type="checkbox"/>
Stewardship	
(I) Policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>
(J) Policy(ies) or guidelines on (proxy) voting	<input checked="" type="checkbox"/>

(K) Use of stewardship tools and activities	<input checked="" type="checkbox"/>
(L) Incorporation of risks connected to systematic sustainability issues in stewardship practices	<input checked="" type="checkbox"/>
(M) Involvement in collaborative engagement and stewardship initiatives	<input checked="" type="checkbox"/>
(N) Engagement with policy makers and other non-investee stakeholders	<input checked="" type="checkbox"/>
(O) Results of stewardship activities	<input checked="" type="checkbox"/>
Performance and Reporting	
(P) ESG disclosure in regular client reporting	<input checked="" type="checkbox"/>
(Q) Inclusion of ESG factors in contractual agreements	<input checked="" type="checkbox"/>
(R) We do not consider any of the above responsible investment aspects important in the assessment of external investment managers	<input type="radio"/>

Indicator ID SAM 2	Dependent on:	OO 21	Sub-section Service providers	PRI Principle 4	Type of Indicator CORE
	Gateway to:	N/A			

Which responsible investment aspects does your organisation consider important when assessing all service providers that advise you in the selection, appointment and/or monitoring of external investment managers?

PUBLIC

- (A) Incorporation of their responsible investment policy into advisory services
- (B) Ability to accommodate our responsible investment policy
- (C) Level of staff's responsible investment expertise
- (D) Use of data and analytical tools to assess the external investment manager's responsible investment performance
- (E) Other

Specify:

- (F) We do not consider any of the above responsible investment aspects important when assessing service providers that advise us in the selection, appointment and/or monitoring of external investment managers
- (G) Not applicable; we do not engage service providers in the selection, appointment or monitoring of external investment managers

Indicator ID SAM 3	Dependent on:	OO 5.2, OO 21	Sub-section Pooled funds	PRI Principle 4	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

If you invest in pooled funds, describe how you incorporate responsible investment aspects into the selection, appointment and/or monitoring of external investment managers.

PUBLIC

	Provide example(s) below
(A) Selection	
(B) Appointment	
(C) Monitoring	

Indicator ID SAM 4	Dependent on:	OO 12, OO 21	Sub-section Responsible investment practices	PRI Principle General	Type of Indicator CORE
	Gateway to:	SAM 5, SAM 6, SAM 7			

During the reporting year, did your organisation select new external investment managers or allocate new mandates to existing investment managers?

PUBLIC

- (A) Yes, we selected external investment managers or allocated new mandates to existing investment managers during the reporting year
- (B) No, we did not select new external investment managers or allocate new mandates to existing investment managers during the reporting year
- (C) Not applicable; our organisation is in a captive relationship with external investment managers, which applies to 90% or more of our AUM

Provide details on the captive relationship: (Voluntary)

Indicator ID SAM 5	Dependent on:	SAM 4	Sub-section Responsible investment practices	PRI Principle 4	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, what responsible investment aspects did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

PUBLIC

Answer options refer to the actions your organisation has undertaken when selecting external investment managers during the reporting year.

Organisation

- (A) Commitment to and experience in responsible investment (e.g. commitment to responsible investment principles and standards)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (B) Responsible investment policy(ies) (e.g. the alignment of their responsible investment policy with the investment mandate)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (C) Governance structure and senior-level oversight and accountability (e.g. the adequacy of their governance structure and reported conflicts of interest)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

People and Culture

- (D) Adequate resourcing and incentives (e.g. their team structures, operating model and remuneration structure, including alignment of interests)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (E) Staff competencies and experience in responsible investment (e.g. level of responsible investment responsibilities in their investment team, their responsible investment training and capacity building)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

Investment Process

- (F) Incorporation of material ESG factors in the investment process (e.g. detail and evidence of how such factors are incorporated into the selection of individual assets and in portfolio construction)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (G) Incorporation of risks connected to systematic sustainability issues in the investment process (e.g. detail and evidence of how such risks are incorporated into the selection of individual assets and in portfolio construction)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment (e.g. their process to measure and report such risks)

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

Performance and Reporting

- (I) ESG disclosure in regular client reporting

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (J) Inclusion of ESG factors in contractual agreements

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (K) We did not review and evaluate any of the above responsible investment aspects when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year

Indicator ID SAM 6	Dependent on:	OO 8, SAM 4	Sub-section Stewardship	PRI Principle 4	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, which aspects of the stewardship approach did your organisation, or the service provider acting on your behalf, review and evaluate when selecting new external investment managers or allocating new mandates to existing investment managers?

PUBLIC

Answer options refer to the actions your organisation has undertaken when selecting external investment managers during the reporting year. The actions should aim to validate the stewardship aspects that your organisation considers important in your external investment managers' assessment.

- (A) The alignment of their policy(ies) or guidelines on stewardship with the investment mandate

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (B) Evidence of how they implemented their stewardship objectives, including the effectiveness of their activities

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (C) Their participation in collaborative engagements and stewardship initiatives

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (D) Details of their engagements with companies or issuers on risks connected to systematic sustainability issues

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (E) Details of their engagement activities with policy makers

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (F) Their escalation process and the escalation tools included in their policy on stewardship

Select from dropdown list

- (1) for all of our mandates
- (2) for a majority of our mandates
- (3) for a minority of our mandates

- (G) We did not review and evaluate any of the above aspects of the stewardship approach when selecting new external investment managers or allocating new mandates to existing investment managers during the reporting year

Indicator ID SAM 9	Dependent on:	OO 14, OO 21	Sub-section Responsible investment practices	PRI Principle 4	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of your externally managed AUM in each asset class, which aspects of your external investment managers' responsible investment practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?

PUBLIC

Answer options refer to the actions your organisation has undertaken when monitoring external investment managers during the reporting year.

	(5) Private equity
Organisation	
(A) Commitment to and experience in responsible investment (e.g. commitment to responsible investment principles and standards)	<input checked="" type="checkbox"/>
(B) Responsible investment policy(ies) (e.g. the continued alignment of their responsible investment policy with the investment mandate)	<input checked="" type="checkbox"/>
(C) Governance structure and senior level oversight and accountability (e.g. the adequacy of their governance structure and reported conflicts of interest)	<input checked="" type="checkbox"/>
People and Culture	
(D) Adequate resourcing and incentives (e.g. their team structures, operating model and remuneration structure, including alignment of interests)	<input checked="" type="checkbox"/>
(E) Staff competencies and experience in responsible investment (e.g. level of responsible investment responsibilities in their investment team, their responsible investment training and capacity building)	<input checked="" type="checkbox"/>
Investment Process	
(F) Incorporation of material ESG factors in the investment process (e.g. detail and evidence of how such factors are incorporated into the selection of individual assets and in portfolio construction)	<input checked="" type="checkbox"/>
(G) Incorporation of risks connected to systematic sustainability issues in the investment process (e.g. detail and evidence of how such risks are incorporated into the selection of individual assets and in portfolio construction)	<input checked="" type="checkbox"/>
(H) Incorporation of material ESG factors and ESG risks connected to systematic sustainability issues in portfolio risk assessment (e.g. their process to measure and report such risks, their response to ESG incidents)	<input checked="" type="checkbox"/>

Performance and Reporting	
(I) ESG disclosure in regular client reporting (e.g. any changes in their regular client reporting)	<input checked="" type="checkbox"/>
(J) Inclusion of ESG factors in contractual agreements	<input checked="" type="checkbox"/>
(K) We did not monitor any of the above aspects of our external investment managers' responsible investment practices during the reporting year	<input type="checkbox"/>

Indicator ID SAM 11	Dependent on:	OO 14, OO 21	Sub-section Responsible investment practices	PRI Principle 1	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Describe an innovative practice you adopted as part of monitoring your external investment managers' responsible investment practices in a specific asset class during the reporting year.

PUBLIC

Indicator ID SAM 12	Dependent on:	OO 14, OO 21	Sub-section Responsible investment practices	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of your externally managed AUM in each asset class, how often does your organisation, or the service provider acting on your behalf, monitor your external investment managers' responsible investment practices?

PUBLIC

	(5) Private equity
(A) At least annually	<input checked="" type="checkbox"/>
(B) Less than once a year	<input type="checkbox"/>
(C) On an ad hoc basis	<input checked="" type="checkbox"/>

Indicator ID SAM 13	Dependent on:	OO 8, OO 21	Sub-section Stewardship	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of your externally managed AUM in each asset class, which aspects of your external investment managers' stewardship practices did your organisation, or the service provider acting on your behalf, monitor during the reporting year?

PUBLIC

	(5) Private equity
(A) Any changes in their policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>
(B) The degree of implementation of their policy(ies) or guidelines on stewardship	<input checked="" type="checkbox"/>
(C) How they prioritise material ESG factors	<input checked="" type="checkbox"/>
(D) How they prioritise risks connected to systematic sustainability issues	<input checked="" type="checkbox"/>
(E) Their investment team's level of involvement in stewardship activities	<input checked="" type="checkbox"/>
(F) Whether the results of stewardship actions were fed back into the investment process and decisions	<input checked="" type="checkbox"/>
(G) Whether they used a variety of stewardship tools and activities to advance their stewardship priorities	<input checked="" type="checkbox"/>
(H) The deployment of their escalation process in cases where initial stewardship efforts were unsuccessful	<input checked="" type="checkbox"/>
(I) Whether they participated in collaborative engagements and stewardship initiatives	<input checked="" type="checkbox"/>
(J) Whether they had an active role in collaborative engagements and stewardship initiatives	<input checked="" type="checkbox"/>
(K) Other	<input type="checkbox"/>
(L) We did not monitor our external investment managers' stewardship practices during the reporting year	<input type="radio"/>

Indicator ID SAM 15	Dependent on:	OO 14, OO 21	Sub-section Engagement and escalation	PRI Principle 4	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Describe how your organisation engaged with external investment managers to improve their responsible investment practices during the reporting year.

PUBLIC

Indicator ID SAM 16	Dependent on:	OO 14, OO 21	Sub-section Engagement and escalation	PRI Principle 4	Type of Indicator CORE
	Gateway to:	N/A			

What actions does your organisation, or the service provider acting on your behalf, include in its formal escalation process to address concerns raised during monitoring of your external investment managers' responsible investment practices?

PUBLIC

	(5) Private equity
(A) Engagement with their investment professionals, investment committee or other representatives	<input checked="" type="checkbox"/>
(B) Notification about their placement on a watch list or relationship coming under review	<input checked="" type="checkbox"/>
(C) Reduction of capital allocation to the external investment managers until any concerns have been rectified	<input checked="" type="checkbox"/>
(D) Termination of the contract if failings persist over a (notified) period, including an explanation of the reasons for termination	<input checked="" type="checkbox"/>
(E) Holding off selecting the external investment managers for new mandates or allocating additional capital until any concerns have been rectified	<input checked="" type="checkbox"/>
(F) Other	<input type="checkbox"/>
(G) Our organisation does not have a formal escalation process to address concerns raised during monitoring	<input type="radio"/>

Indicator ID SAM 17	Dependent on:	OO 14, OO 21	Sub-section Verification	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of your externally managed AUM in each asset class, how did your organisation, or the service provider acting on your behalf, verify that the information reported by external investment managers on their responsible investment practices was correct during the reporting year?

PUBLIC

Checking might include reviewing documentation related to verification or auditing.

	(5) Private equity
(A) We checked that the information reported was verified through a third-party assurance process	<input type="checkbox"/>
(B) We checked that the information reported was verified by an independent third party	<input type="checkbox"/>
(C) We checked for evidence of internal monitoring or compliance	<input type="checkbox"/>
(D) Other	<input type="checkbox"/>
(E) We did not verify the information reported by external investment managers on their responsible investment practices during the reporting year	<input checked="" type="radio"/>

Indicator ID FI 1	Dependent on:	OO 21	Sub-section Materiality analysis	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation have a formal investment process to identify and incorporate material ESG factors across your fixed income assets?

PUBLIC

	(1) SSA	(2) Corporate	(3) Securitised	(4) Private debt
(A) Yes, our investment process incorporates material governance factors	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(B) Yes, our investment process incorporates material environmental and social factors	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(C) Yes, our investment process incorporates material ESG factors depending on different investment time horizons	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input checked="" type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input checked="" type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(D) No, we do not have a formal process; our investment professionals identify material ESG factors at their discretion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(E) No, we do not have a formal or informal process to identify and incorporate material ESG factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID FI 2	Dependent on:	OO 21	Sub-section Monitoring ESG trends	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation have a formal process for monitoring and reviewing the implications of changing ESG trends across your fixed income assets?

PUBLIC

	(1) SSA	(2) Corporate	(3) Securitised
(A) Yes, we have a formal process that includes scenario analyses	<input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(B) Yes, we have a formal process, but does it not include scenario analyses	<input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(C) We do not have a formal process for our fixed income assets; our investment professionals monitor how ESG trends vary over time at their discretion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(D) We do not monitor and review the implications of changing ESG trends on our fixed income assets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(B) Yes, we have a formal process, but it does not include scenario analyses - Specify: (Voluntary)

Indicator ID FI 3	Dependent on:	OO 21	Sub-section ESG incorporation in research	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of your fixed income investments, does your organisation incorporate material ESG factors when assessing their credit quality?

PUBLIC

	(1) SSA	(2) Corporate	(3) Securitised	(4) Private debt
(A) We incorporate material environmental and social factors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) We incorporate material governance-related factors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) We do not incorporate material ESG factors for the majority of our fixed income investments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicator ID FI 4	Dependent on:	OO 21	Sub-section ESG incorporation in research	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Does your organisation have a framework that differentiates ESG risks by issuer country, region and/or sector?

PUBLIC

	(1) SSA	(2) Corporate	(3) Securitised	(4) Private debt
(A) Yes, we have a framework that differentiates ESG risks by country and/or region (e.g. local governance and labour practices)	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input checked="" type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(B) Yes, we have a framework that differentiates ESG risks by sector	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input checked="" type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(C) No, we do not have a framework that differentiates ESG risks by issuer country, region and/or sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(D) Not applicable; we are not able to differentiate ESG risks by issuer country, region and/or sector due to the limited universe of our issuers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID FI 5	Dependent on:	OO 21	Sub-section ESG incorporation in research	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

How does your organisation incorporate material ESG factors when selecting private debt investments during the due diligence phase?

PUBLIC

- (A) We use a qualitative ESG checklist

Select from dropdown list:

- (1) in all cases
 (2) in a majority of cases
 (3) in a minority of cases

- (B) We assess quantitative information on material ESG factors, such as energy consumption, carbon footprint and gender diversity

Select from dropdown list:

- (1) in all cases
 (2) in a majority of cases
 (3) in a minority of cases

- (C) We check whether the target company has its own responsible investment policy, sustainability policy or ESG policy

Select from dropdown list:

- (1) in all cases
 (2) in a majority of cases
 (3) in a minority of cases

- (D) We hire third-party consultants to do technical due diligence on specific material ESG factors where internal capabilities are not available

Select from dropdown list:

- (1) in all cases
- (2) in a majority of cases
- (3) in a minority of cases

- (E) We require the review and sign-off of our ESG due diligence process by our investment committee, or the equivalent function

Select from dropdown list:

- (1) in all cases
- (2) in a majority of cases
- (3) in a minority of cases

- (F) We use industry-recognised responsible investment due diligence questionnaire (DDQ) templates

Select from dropdown list:

- (1) in all cases
- (2) in a majority of cases
- (3) in a minority of cases

- (G) We use another method of incorporating material ESG factors when selecting private debt investments during the due diligence process

Specify:

Select from dropdown list:

- (1) in all cases
- (2) in a majority of cases

- (3) in a minority of cases
- (H) We do not incorporate material ESG factors when selecting private debt investments during the due diligence phase

Indicator ID FI 6	Dependent on:	OO 21	Sub-section ESG incorporation in research	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

How do you incorporate significant changes in material ESG factors over time into your fixed income asset valuation process?

PUBLIC

	(1) SSA	(2) Corporate	(3) Private debt
(A) We incorporate it into the forecast of financial metrics or other quantitative assessments	<input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM	<input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM
(B) We make a qualitative assessment of how material ESG factors may evolve	<input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(C) We do not incorporate significant changes in material ESG factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID FI 7	Dependent on:	OO 21	Sub-section ESG incorporation in research	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

At what level do you incorporate material ESG factors into the risks and/or returns of your securitised products?

PUBLIC

- (A) At both key counterparties' and at the underlying collateral pool's levels

Explain: (Voluntary)

- (B) At key counterparties' level only

Explain: (Voluntary)

- (C) At the underlying collateral pool's level only

Explain: (Voluntary)

Indicator ID FI 8	Dependent on:	OO 21	Sub-section ESG incorporation in portfolio construction	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

How do material ESG factors contribute to your security selection, portfolio construction and/or benchmark selection process?

PUBLIC

	(1) SSA	(2) Corporate	(3) Securitised
(A) Material ESG factors contribute to the selection of individual assets and/or sector weightings within our portfolio construction and/or benchmark selection process	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(B) Material ESG factors contribute to determining the holding period of individual assets within our portfolio construction and/or benchmark selection process	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM
(C) Material ESG factors contribute to the portfolio weighting of individual assets within our portfolio construction and/or benchmark selection process	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM
(D) Material ESG factors contribute to the country or region weighting of assets within our portfolio construction and/or benchmark selection process	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM
(E) Material ESG factors contribute to our portfolio construction and/or benchmark selection process in other ways	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM

	<input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(F) Our security selection, portfolio construction or benchmark selection process does not include the incorporation of material ESG factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID FI 11	Dependent on:	OO 21	Sub-section ESG risk management	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

How are material ESG factors incorporated into your portfolio risk management process?

PUBLIC

	(1) SSA	(2) Corporate	(3) Securitised	(4) Private debt
(A) Investment committee members, or the equivalent function or group, can veto investment decisions based on ESG considerations	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(B) Companies, sectors, countries and/or currencies are monitored for changes in exposure to material ESG factors and any breaches of risk limits	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input checked="" type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input checked="" type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(C) Overall exposure to specific material ESG factors is measured for our portfolio construction, and sizing or hedging adjustments are made depending on the individual issuer or issue sensitivity to these factors	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM <input type="radio"/> (2) for a majority of our AUM <input checked="" type="radio"/> (3) for a minority of our AUM
(D) We use another method of incorporating material ESG factors into our portfolio's risk management process	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM 	<ul style="list-style-type: none"> <input type="radio"/> (1) for all of our AUM

	<input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM	<input type="radio"/> (2) for a majority of our AUM <input type="radio"/> (3) for a minority of our AUM
(E) We do not have a process to incorporate material ESG factors into our portfolio's risk management process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID FI 12	Dependent on:	OO 21	Sub-section ESG risk management	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

For the majority of your fixed income assets, do you have a formal process to identify and incorporate material ESG risks and ESG incidents into your risk management process?

PUBLIC

	(1) SSA	(2) Corporate	(3) Securitised	(4) Private debt
(A) Yes, our formal process includes reviews of quantitative and/or qualitative information on material ESG risks and ESG incidents and their implications for individual fixed income holdings	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(B) Yes, our formal process includes reviews of quantitative and/or qualitative information on material ESG risks and ESG incidents, and their implications for other fixed income holdings exposed to similar risks and/or incidents	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(C) Yes, our formal process includes reviews of quantitative and/or qualitative information on material ESG risks and ESG incidents, and their implications for our stewardship activities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(D) Yes, our formal process includes ad hoc reviews of quantitative and/or qualitative information on severe ESG incidents	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
(E) We do not have a formal process to identify and incorporate ESG risks and ESG incidents; our investment professionals identify and incorporate ESG risks and ESG incidents at their discretion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(F) We do not have a formal process to identify and incorporate ESG risks and ESG incidents into our risk management process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicator ID FI 13	Dependent on:	OO 21	Sub-section Performance monitoring	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, how did your organisation incorporate material ESG factors when monitoring private debt investments?

PUBLIC

- (A) We used a qualitative ESG checklist

Select from dropdown list:

- (1) in all cases
 (2) in the majority of cases
 (3) in the minority of cases

- (B) We assessed quantitative information on material ESG factors, such as energy consumption, carbon footprint and gender diversity

Select from dropdown list:

- (1) in all cases
 (2) in the majority of cases
 (3) in the minority of cases

- (C) We hired third-party consultants to do technical assessment on specific material ESG factors where internal capabilities were not available

Select from dropdown list:

- (1) in all cases
 (2) in the majority of cases
 (3) in the minority of cases

- (D) We used industry body guidelines

Select from dropdown list:

- (1) in all cases
- (2) in the majority of cases
- (3) in the minority of cases

- (E) We used another method to incorporate material ESG factors into the monitoring of private debt investments

Specify:

Select from dropdown list:

- (1) in all cases
- (2) in the majority of cases
- (3) in the minority of cases

- (F) We did not incorporate material ESG factors when monitoring private debt investments

Indicator ID FI 14	Dependent on:	OO 5.3 FI, OO 21	Sub-section Performance monitoring	PRI Principle 1	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Provide an example of how the incorporation of environmental and/or social factors in your fixed income valuation or portfolio construction affected the realised returns of those assets.

PUBLIC

Through an example, explain your approach to incorporating ESG factors and the link to financial returns of the relevant assets, sectors, or asset classes.

Indicator ID FI 15	Dependent on:	OO 20, OO 21	Sub-section Thematic bonds	PRI Principle 3	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

What percentage of environmental, social and/or other labelled thematic bonds held by your organisation has been verified?

PUBLIC

	As a percentage of your total labelled bonds:
(A) Third-party assurance	<input type="radio"/> (1) 0% <input type="radio"/> (2) >0–25% <input type="radio"/> (3) >25–50% <input type="radio"/> (4) >50–75% <input type="radio"/> (5) >75%
(B) Second-party opinion	<input type="radio"/> (1) 0% <input type="radio"/> (2) >0–25% <input type="radio"/> (3) >25–50% <input type="radio"/> (4) >50–75% <input type="radio"/> (5) >75%
(C) Approved verifiers or external reviewers (e.g. via CBI or ICMA)	<input type="radio"/> (1) 0% <input type="radio"/> (2) >0–25% <input type="radio"/> (3) >25–50% <input type="radio"/> (4) >50–75% <input type="radio"/> (5) >75%

Indicator ID	Dependent on:	OO 17 FI, OO 21	Sub-section	PRI Principle	Type of Indicator
FI 16	Gateway to:	N/A	Thematic bonds	1	CORE

What pre-determined criteria does your organisation use to identify which non-labelled thematic bonds to invest in?

PUBLIC

- (A) The bond's use of proceeds
- (B) The issuers' targets
- (C) The issuers' progress towards achieving their targets
- (D) The issuer profile and how it contributes to their targets
- (E) We do not use pre-determined criteria to identify which non-labelled thematic bonds to invest in
- (F) Not applicable; we do not invest in non-labelled thematic bonds

Indicator ID FI 17	Dependent on:	OO 17 FI, OO 20, OO 21	Sub-section Thematic bonds	PRI Principle 1, 2, 6	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, what action did you take in the majority of cases when you felt that the proceeds of a thematic bond were not allocated appropriately or in accordance with the terms of the bond deal or prospectus?

PUBLIC

- (A) We engaged with the issuer
- (B) We alerted thematic bond certification agencies
- (C) We sold the security
- (D) We blacklisted the issuer
- (E) Other action

Specify:

MIM's fixed income teams did not participate in a deal when it was perceived that we did not have clear visibility into the allocation process of the proceeds.

- (F) We did not take any specific actions when the proceeds of a thematic bond were not allocated according to the terms of the bond deal during the reporting year
- (G) Not applicable; in the majority of cases, the proceeds of thematic bonds were allocated according to the terms of the bond deal during the reporting year

Indicator ID FI 18	Dependent on:	OO 17 FI, OO 21	Sub-section Disclosure of ESG screens	PRI Principle 6	Type of Indicator CORE
	Gateway to:	N/A			

For all your fixed income assets subject to ESG screens, how do you ensure that clients understand ESG screens and their implications?

PUBLIC

Signatories should refer to the information shared publicly or privately (only when the assets are covered by commercial or client agreements preventing public disclosure) for all their fixed income assets where ESG screens are applied alone or in combination with other strategies.

- (A) We share a list of ESG screens
- (B) We share any changes in ESG screens
- (C) We explain any implications of ESG screens, such as any deviation from a benchmark or impact on sector weightings
- (D) We do not share the above information for all our fixed income assets subject to ESG screens

Indicator ID RE 1	Dependent on:	OO 21, OO 24, OO 26	Sub-section Investment guidelines	PRI Principle 1 to 6	Type of Indicator CORE
	Gateway to:	N/A			

What real estate–specific ESG guidelines are currently covered in your organisation's responsible investment policy(ies)?

PUBLIC

- (A) Guidelines on our ESG approach to real estate depending on use (e.g. retail and education) and geography
- (B) Guidelines on our ESG approach to new construction
- (D) Guidelines on our ESG approach to standing real estate investments
- (E) Guidelines on pre-investment screening
- (F) Guidelines on our approach to ESG integration into short-term or 100-day plans (or equivalent)
- (G) Guidelines on our approach to ESG integration into long-term value creation efforts
- (H) Guidelines on our approach to ESG reporting
- (I) Guidelines on our engagement approach related to third-party property managers
- (J) Guidelines on our engagement approach related to tenants
- (K) Guidelines on our engagement approach related to construction contractors
- (L) Our responsible investment policy(ies) does not cover real estate–specific ESG guidelines

Indicator ID RE 2	Dependent on:	OO 21	Sub-section Commitments to investors	PRI Principle 1, 4	Type of Indicator CORE
	Gateway to:	N/A			

For all of the funds that you closed during the reporting year, what type of formal responsible investment commitments did you make in Limited Partnership Agreements (LPAs), side letters, or other constitutive fund documents?

PUBLIC

If you did not close any funds during this reporting year, refer to the last reporting year in which you closed funds, up to five years ago.

- (A) We incorporated responsible investment commitments in LPAs (or equivalent) as a standard default procedure
- (B) We added responsible investment commitments in LPAs (or equivalent) upon a client's request
- (C) We added responsible investment commitments in side letters upon a client's request
- (D) We did not make any formal responsible investment commitments for the relevant reporting year
- (E) Not applicable; we have not raised funds in the last five years

Indicator ID RE 3	Dependent on:	OO 21	Sub-section Materiality analysis	PRI Principle 1	Type of Indicator CORE
	Gateway to:	RE 3.1			

During the reporting year, how did you conduct ESG materiality analysis for your potential real estate investments?

PUBLIC

If signatories did not analyse any potential real estate investments in the reporting year, they should refer to the last reporting year in which they analysed potential real estate investments.

- (A) We assessed ESG materiality for each property, as each case is unique

Select from dropdown list:

- (1) for all of our potential real estate investments
 - (2) for a majority of our potential real estate investments
 - (3) for a minority of our potential real estate investments
- (B) We performed a mix of property level and property type or category level ESG materiality analysis

Select from dropdown list:

- (1) for all of our potential real estate investments
 - (2) for a majority of our potential real estate investments
 - (3) for a minority of our potential real estate investments
- (C) We assessed ESG materiality at the property type or category level only

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (D) We did not conduct ESG materiality analysis for our potential real estate investments

Indicator ID RE 3.1	Dependent on:	RE 3	Sub-section Materiality analysis	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, what tools, standards and data did you use in your ESG materiality analysis of potential real estate investments?

PUBLIC

If signatories did not analyse any potential real estate investments in the reporting year, they should refer to the last reporting year in which they analysed potential real estate investments.

- (A) We used GRI standards to inform our real estate ESG materiality analysis
- (B) We used SASB standards to inform our real estate ESG materiality analysis
- (C) We used the UN Sustainable Development Goals (SDGs) to inform our real estate ESG materiality analysis
- (D) We used GRESB Materiality Assessment (RC7) or similar to inform our real estate ESG materiality analysis
- (E) We used climate disclosures, such as the TCFD recommendations or other climate risk and/or exposure analysis tools, to inform our real estate ESG materiality analysis
- (F) We used the UN Guiding Principles on Business and Human Rights (UNGPs) to inform our real estate ESG materiality analysis
- (G) We used geopolitical and macro-economic considerations in our real estate ESG materiality analysis
- (H) We used green building certifications to inform our real estate ESG materiality analysis
- (I) We engaged with the existing owners and/or managers (or developers for new properties) to inform our real estate ESG materiality analysis
- (J) Other

Specify:

MIM's real estate team uses vendor solutions Munich RE Climate Risk Analysis tool and Flood Factor for all new investments.

Indicator ID RE 4	Dependent on:	OO 21	Sub-section Due diligence	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, how did material ESG factors influence your selection of real estate investments?

PUBLIC

If signatories did not select any real estate investments in the reporting year, they should refer to the last reporting year in which they selected real estate investments.

- (A) Material ESG factors were used to identify risks

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (B) Material ESG factors were discussed by the investment committee (or equivalent)

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (C) Material ESG factors were used to identify remedial actions for our 100-day plans (or equivalent)

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (D) Material ESG factors were used to identify opportunities for value creation

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (E) Material ESG factors informed our decision to abandon potential investments in the due diligence phase in cases where ESG risks were considered too high to mitigate

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (F) Material ESG factors impacted investments in terms of the price offered and/or paid

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (G) Material ESG factors did not influence the selection of our real estate investments

Indicator ID RE 5	Dependent on:	OO 21	Sub-section Due diligence	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

Once material ESG factors have been identified, what processes do you use to conduct due diligence on these factors for potential real estate investments?

PUBLIC

For investors with minority stakes in real estate investments, answer options should be selected based on how they use their influence with the assets/properties, majority shareholder(s), and/or lead investors they engage with in co-investment situations to ensure that material ESG factors are fully identified and assessed to the extent possible.

- (A) We conduct a high-level or desktop review against an ESG checklist for initial red flags

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (B) We send detailed ESG questionnaires to target properties

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (C) We hire third-party consultants to do technical due diligence on specific material ESG factors

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments

(3) for a minority of our potential real estate investments

(D) We conduct site visits

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

(E) We conduct in-depth interviews with management and/or personnel

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

(F) We conduct detailed external stakeholder analysis and/or engagement

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

(G) We incorporate ESG due diligence findings in all of our relevant investment process documentation in the same manner as for other key due diligence, e.g. commercial, accounting and legal

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (H) Our investment committee (or an equivalent decision-making body) is ultimately responsible for ensuring all ESG due diligence is completed in the same manner as for other key due diligence, e.g. commercial, accounting and legal

Select from dropdown list:

- (1) for all of our potential real estate investments
- (2) for a majority of our potential real estate investments
- (3) for a minority of our potential real estate investments

- (I) Other

Specify:

Select from dropdown list:

- (1) for all of our potential real estate investments
 - (2) for a majority of our potential real estate investments
 - (3) for a minority of our potential real estate investments
- (J) We do not conduct due diligence on material ESG factors for potential real estate investments

Indicator ID RE 6	Dependent on:	OO 21, OO 26	Sub-section Selection process of third-party property managers	PRI Principle 1, 4	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, how did you include material ESG factors in all of your selections of third-party property managers?

PUBLIC

If you did not select third-party property managers during the reporting year, report on the most recent year in which you selected a third-party property manager, up to five years ago.

- (A) We requested information from potential third-party property managers on their overall approach to material ESG factors
- (B) We requested track records and examples from potential third-party property managers on their management of material ESG factors
- (C) We requested information from potential third-party property managers on their engagement process(es) with stakeholders
- (D) We requested documentation from potential third-party property managers on their responsible procurement practices, including responsibilities, approach and incentives
- (E) We requested the assessment of current and planned availability and aggregation of metering data from potential third-party property managers
- (F) Other

Specify:

- (G) We did not include material ESG factors in our selection of third-party property managers

Indicator ID RE 7	Dependent on:	OO 21, OO 26	Sub-section Appointment process of third-party property managers	PRI Principle 1, 4	Type of Indicator CORE
	Gateway to:	N/A			

How did you include material ESG factors when appointing your current third-party property managers?

PUBLIC

If signatories did not select third-party property managers during the reporting year, they should report the most recent year in which they selected third-party property managers, up to five years ago.

- (A) We set dedicated ESG procedures in all relevant property management phases

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

- (B) We set clear ESG reporting requirements

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

- (C) We set clear targets on material ESG factors

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(D) We set incentives related to targets on material ESG factors

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(E) We included responsible investment clauses in property management contracts

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(F) Other

Specify:

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(G) We did not include material ESG factors in the appointment of third-party property managers

Indicator ID RE 8	Dependent on:	OO 21, OO 26	Sub-section Monitoring process of third-party property managers	PRI Principle 1, 4	Type of Indicator CORE
	Gateway to:	N/A			

How do you include material ESG factors when monitoring current third-party property managers?

PUBLIC

- (A) We monitor the performance of quantitative and/or qualitative targets on material environmental factors

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

- (B) We monitor the performance of quantitative and/or qualitative targets on material social factors

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

- (C) We monitor the performance of quantitative and/or qualitative targets on material governance factors

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

- (D) We monitor progress reports on engagement with tenants

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(E) We require formal reporting at least yearly

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(F) We have discussions about material ESG factors with all relevant stakeholders at least yearly

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(G) We conduct a performance review of third-party property managers against targets on material ESG factors and/or a financial incentive structure linked to material ESG factors

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(H) We have internal or external parties conduct site visits at least yearly

Select from dropdown list:

- (1) for all of our third-party property managers
- (2) for a majority of our third-party property managers
- (3) for a minority of our third-party property managers

(I) Other

Specify:

Select from dropdown list:

- (1) for all of our third-party property managers
 - (2) for a majority of our third-party property managers
 - (3) for a minority of our third-party property managers
- (J) We do not include material ESG factors in the monitoring of third-party property managers

Indicator ID RE 9	Dependent on:	OO 21, OO 24	Sub-section Construction requirements	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

What ESG requirements do you currently have in place for all development projects and major renovations?

PUBLIC

- (A) We require the management of waste by diverting materials (e.g. from construction and demolition, reusable vegetation, rocks and soil) from disposal
- (B) We require the minimisation of light and noise pollution that would affect the surrounding community
- (C) We require the performance of an environmental and social site impact assessment
- (D) We require the protection of the air quality during construction
- (E) We require the protection and restoration of the habitat and soils disturbed during construction and/or during previous development
- (F) We require the protection of surface water, groundwater and aquatic ecosystems by controlling and retaining construction pollutants
- (G) We require constant monitoring of health and safety at the construction site
- (H) We require engagement with local communities and other stakeholders during the design and/or planning process
- (I) Other

Specify:

- (J) We do not have ESG requirements in place for development projects and major renovations

Indicator ID RE 10	Dependent on:	OO 21, OO 24	Sub-section Minimum building requirements	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

What minimum building requirements do you have in place for development projects and major renovations?

PUBLIC

- (A) We require the implementation of the latest available metering and internet of things (IoT) technology

Select from dropdown list:

- (1) for all development projects and major renovations
- (2) for a majority of our development projects and major renovations
- (3) for a minority of our development projects and major renovations

- (B) We require the building to be able to obtain a recognised green and/or healthy building certification for new buildings

Select from dropdown list:

- (1) for all development projects and major renovations
- (2) for a majority of our development projects and major renovations
- (3) for a minority of our development projects and major renovations

- (C) We require the use of certified (or labelled) sustainable building materials

Select from dropdown list:

- (1) for all development projects and major renovations
- (2) for a majority of our development projects and major renovations
- (3) for a minority of our development projects and major renovations

- (D) We require the installation of renewable energy technologies where feasible

Select from dropdown list:

- (1) for all development projects and major renovations
- (2) for a majority of our development projects and major renovations
- (3) for a minority of our development projects and major renovations

- (E) We require that development projects and major renovations become net-zero carbon emitters within five years of completion of the construction

Select from dropdown list:

- (1) for all development projects and major renovations
- (2) for a majority of our development projects and major renovations
- (3) for a minority of our development projects and major renovations

- (F) We require water conservation measures

Select from dropdown list:

- (1) for all development projects and major renovations
- (2) for a majority of our development projects and major renovations
- (3) for a minority of our development projects and major renovations

- (G) We require common health and well-being measures for occupants

Select from dropdown list:

- (1) for all development projects and major renovations
- (2) for a majority of our development projects and major renovations
- (3) for a minority of our development projects and major renovations

- (H) Other

Specify:

Select from dropdown list:

- (1) for all development projects and major renovations
 - (2) for a majority of our development projects and major renovations
 - (3) for a minority of our development projects and major renovations
-
- (I) We do not have minimum building requirements in place for development projects and major renovations

Indicator ID RE 11	Dependent on:	OO 21	Sub-section Monitoring	PRI Principle 1	Type of Indicator CORE
	Gateway to:	RE 11.1			

During the reporting year, did you track one or more KPIs on material ESG factors across your real estate investments?

PUBLIC

Refer to the number of real estate assets, not the percentage of assets under management. We recognise that there is a period after the acquisition of an asset when ESG data may not be available. Where the intention is to introduce and track KPIs on material ESG factors, please select yes.

(A) Yes, we tracked KPIs on environmental factors

Percentage of real estate assets this applies to:

- (1) >0 to 10%
- (2) >10 to 50%
- (3) >50 to 75%
- (4) >75 to 95%
- (5) >95%

(B) Yes, we tracked KPIs on social factors

Percentage of real estate assets this applies to:

- (1) >0 to 10%
- (2) >10 to 50%
- (3) >50 to 75%
- (4) >75 to 95%
- (5) >95%

(C) Yes, we tracked KPIs on governance factors

Percentage of real estate assets this applies to:

- (1) >0 to 10%
- (2) >10 to 50%
- (3) >50 to 75%
- (4) >75 to 95%
- (5) >95%

(D) We did not track KPIs on material ESG factors across our real estate investments

Indicator ID RE 11.1	Dependent on:	RE 11	Sub-section Monitoring	PRI Principle 1	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Provide examples of KPIs on material ESG factors you tracked across your real estate investments during the reporting year.

PUBLIC

(A) ESG KPI #1

(B) ESG KPI #2

(C) ESG KPI #3

(D) ESG KPI #4

(E) ESG KPI #5

(F) ESG KPI #6

(G) ESG KPI #7

(H) ESG KPI #8

(I) ESG KPI #9

(J) ESG KPI #10

Indicator ID RE 12	Dependent on:	OO 21	Sub-section Monitoring	PRI Principle 1	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, what ESG building performance data did you collect for your real estate assets?

PUBLIC

(A) Energy consumption

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

(B) Water consumption

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

(C) Waste production

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

(D) Other

Specify:

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

- (E) We did not collect ESG building performance data for our real estate assets

Indicator ID RE 13	Dependent on:	OO 21, OO 26	Sub-section Monitoring	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	RE 13.1			

What processes do you have in place to support meeting your targets on material ESG factors for your real estate investments?

PUBLIC

For investors with minority stakes in real estate investments, answer options should be selected based on how they use their influence with the assets or properties, majority shareholder(s), and/or lead investors they engage with in co-investment situations to ensure that ESG factors are actively managed to the extent possible.

- (A) We use operational-level benchmarks to assess and analyse the performance of assets against sector performance

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

- (B) We implement certified environmental and social management systems across our portfolio

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

- (C) We make sufficient budget available to ensure that the systems and procedures needed are established

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

- (D) We hire external verification services to audit performance, systems, and procedures

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

- (E) We collaborate and engage with our third-party property managers and/or tenants to develop action plans

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

- (F) We develop minimum health and safety standards

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

- (G) We conduct ongoing engagement with all key stakeholders, e.g. local communities, NGOs, governments, and end-users

Select from dropdown list:

- (1) for all of our real estate assets
- (2) for a majority of our real estate assets
- (3) for a minority of our real estate assets

(H) Other

Specify:

Select from dropdown list:

- (1) for all of our real estate assets
 - (2) for a majority of our real estate assets
 - (3) for a minority of our real estate assets
- (I) We do not have processes in place to help meet our targets on material ESG factors for our real estate investments

Indicator ID RE 13.1	Dependent on:	RE 13	Sub-section Monitoring	PRI Principle 1, 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Describe up to two processes you put in place during the reporting year to support meeting your targets on material ESG factors.

PUBLIC

For investors with minority stakes in real estate investments, responses should be based on how they use their influence with the assets or properties, majority shareholder(s), and/or lead investors they engage with in co-investment situations to ensure that material ESG factors are actively managed to the extent possible.

(A) Process one

MIM equity real estate instituted a new energy procurement process for all assets to help with the purchase of green power in deregulated U.S. states.

(B) Process two

MIM equity real estate tested all assets for physical risk as a result of climate change using a third-party database.

Indicator ID RE 14	Dependent on:	OO 21	Sub-section Monitoring	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	N/A			

Post-investment, how do you manage material ESG risks and ESG opportunities to create value during the holding period?

PUBLIC

For investors with minority stakes in real estate investments, answer options should be selected based on how they use their influence with the assets or properties, majority shareholder(s), and/or lead investors they engage with in co-investment situations to ensure that material ESG factors are actively managed to the extent possible.

- (A) We develop property-specific ESG action plans based on pre-investment research, due diligence and materiality findings

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (B) We adjust our ESG action plans based on performance monitoring findings at least yearly

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (C) We, or the external advisors that we hire, support our real estate investments with specific ESG value-creation opportunities

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments

(3) for a minority of our real estate investments

(D) Other

Specify:

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

(E) We do not manage material ESG risks and opportunities post-investment

Indicator ID RE 15	Dependent on:	OO 21	Sub-section Monitoring	PRI Principle 1, 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Describe how you ensure that material ESG risks are adequately addressed in the real estate investments where you hold a minority stake.

PUBLIC

MIM's equity real estate ESG team collaborates with asset and portfolio managers of properties in which we hold a minority stake. This team presents potential transition and/or climate risks to these individuals for consideration. In many cases, after the risks are assessed, the majority partner, asset manager, and MIM's equity real estate ESG team collaborate to discuss and ultimately determine solutions in response to these posed risks.

Indicator ID RE 16	Dependent on:	OO 21	Sub-section Monitoring	PRI Principle 1, 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

Describe how your ESG action plans are currently defined, implemented and monitored throughout the investment period.

PUBLIC

MIM equity real estate's ESG action plan involves several steps, beginning at the inception of an asset's acquisition or new development project. We assess climate risk for each new acquisition and development project. We target certifications including LEED, BREEAM and Fitwel. We have also begun considering life cycle cost analysis for building materials. We pursue GRESB standards for several of our funds and all of our assets are benchmarked for energy, water and waste in the Energy Star Portfolio Manager tool. We report to the Department of Energy's Better Building Challenge, where data is publicly disclosed, as well as reporting to the ULI Greenprint Center. Efforts are ongoing throughout the year to ensure data quality and accuracy. Various tasks are coordinated by our internal staff, as well as by our third-party architects, engineers and/or consultants.

Indicator ID	Dependent on:	OO 21	Sub-section	PRI Principle	Type of Indicator
RE 17	Gateway to:	N/A	Monitoring	1	CORE

What proportion of your real estate assets has obtained a green or sustainable building certification?

PUBLIC

- (A) All of our real estate assets have obtained a green or sustainable building certification
- (B) A majority of our real estate assets have obtained a green or sustainable building certification
- (C) A minority of our real estate assets have obtained a green or sustainable building certification
- (D) None of our real estate assets have obtained a green or sustainable building certification

Indicator ID RE 18	Dependent on:	OO 21	Sub-section Stakeholder engagement	PRI Principle 1, 2	Type of Indicator CORE
	Gateway to:	N/A			

How does your third-party property manager(s) engage with tenants?

PUBLIC

If you are a property manager, report on your direct tenant engagement.

- (A) They engage with real estate tenants on energy, water consumption and/or waste production

Select from dropdown list:

- (1) for all of our buildings or properties
 (2) for a majority of our buildings or properties
 (3) for a minority of our buildings or properties

- (B) They engage with real estate tenants by organising tenant events focused on increasing sustainability awareness, ESG training and guidance

Select from dropdown list:

- (1) for all of our buildings or properties
 (2) for a majority of our buildings or properties
 (3) for a minority of our buildings or properties

- (C) They engage with real estate tenants by offering green leases

Select from dropdown list:

- (1) for all of our buildings or properties
 (2) for a majority of our buildings or properties
 (3) for a minority of our buildings or properties

- (D) They engage with real estate tenants by identifying collaboration opportunities that support targets related to material ESG factors

Select from dropdown list:

- (1) for all of our buildings or properties
- (2) for a majority of our buildings or properties
- (3) for a minority of our buildings or properties

- (E) They engage with real estate tenants by offering shared financial benefits from equipment upgrades

Select from dropdown list:

- (1) for all of our buildings or properties
- (2) for a majority of our buildings or properties
- (3) for a minority of our buildings or properties

- (F) Other

Specify:

Select from dropdown list:

- (1) for all of our buildings or properties
- (2) for a majority of our buildings or properties
- (3) for a minority of our buildings or properties

- (G) Our third-party property manager(s) do not engage with tenants

Indicator ID RE 19	Dependent on:	OO 21	Sub-section Stakeholder engagement	PRI Principle 1, 2	Type of Indicator PLUS VOLUNTARY TO DISCLOSE
	Gateway to:	N/A			

During the reporting year, how did you or the organisations operating on your behalf engage with the local community above and beyond what is required by relevant regulations for asset design, use and/or repurposing?

PUBLIC

MIM, including our MetLife, Inc. parent, collaborated with many entities and individuals, including local state energy offices and building codes and permitting offices in response to topics like energy codes and building performance standards policies. We also participate in Industry-led roundtable discussions on these types of initiatives. We have staff that engages with many local communities through active participation in industry associations and organizations, as well as local governments.

Indicator ID RE 20	Dependent on:	OO 21	Sub-section Exit	PRI Principle 4, 6	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, what responsible investment information was shared with potential buyers of real estate investments?

PUBLIC

- (A) Our firm's high-level commitment to responsible investment, e.g. that we are a PRI signatory

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (B) A description of what industry and asset class standards our firm aligns with, e.g. TCFD or GRESB

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (C) Our firm's responsible investment policy (at minimum, a summary of key aspects and firm-specific approach)

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (D) Our firm's ESG risk assessment methodology (topics covered in-house and/or with external support)

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (E) The outcome of our latest ESG risk assessment of the property(s)

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (F) Key ESG performance data on the property(s) being sold

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments
- (3) for a minority of our real estate investments

- (G) Other

Specify:

Select from dropdown list:

- (1) for all of our real estate investments
- (2) for a majority of our real estate investments

- (3) for a minority of our real estate investments
- (H) No responsible investment information was shared with potential buyers of real estate investments during the reporting year
- (I) Not applicable; we had no sales process (or control over the sales process) during the reporting year

Indicator ID RE 21	Dependent on:	OO 21	Sub-section Disclosure of ESG portfolio information	PRI Principle 6	Type of Indicator CORE
	Gateway to:	N/A			

During the reporting year, how did you report on your targets on material ESG factors and related data to your investors?

PUBLIC

- (A) We reported through a publicly disclosed sustainability report
- (B) We reported in aggregate through formal reporting to investors
- (C) We reported at the property level through formal reporting to investors
- (D) We reported through a limited partners advisory committee (or equivalent)
- (E) We reported at digital or physical events or meetings with investors
- (F) We had a process in place to ensure that serious ESG incidents were reported
- (G) Other

Specify:

- (H) We did not report our targets on material ESG factors and related data to our investors during the reporting year

Indicator ID CBM 1	Dependent on:	N/A	Sub-section Approach to confidence-building measures	PRI Principle 6	Type of Indicator CORE
	Gateway to:	Multiple indicators			

How did your organisation verify the information submitted in your PRI report this reporting year?

PUBLIC

- (A) We conducted independent third-party assurance of selected processes and/or data related to the responsible investment processes reported in our PRI report, which resulted in a formal assurance conclusion
- (B) We conducted a third-party readiness review and are making changes to our internal controls or governance processes to be able to conduct independent third-party assurance next year
- (C) We conducted an internal audit of selected processes and/or data related to the responsible investment processes reported in our PRI report
- (D) Our board, trustees (or equivalent), senior executive-level staff (or equivalent), and/or investment committee (or equivalent) signed off on our PRI report
- (E) We conducted an external ESG audit of our holdings to verify that our funds comply with our responsible investment policy
- (F) We conducted an external ESG audit of our holdings as part of risk management, engagement identification or investment decision-making
- (G) Our responses in selected sections and/or the entirety of our PRI report were internally reviewed before submission to the PRI
- (H) We did not verify the information submitted in our PRI report this reporting year

Explain why:

Indicator ID CBM 6	Dependent on:	CBM 1	Sub-section Internal review	PRI Principle 6	Type of Indicator CORE
	Gateway to:	N/A			

Who in your organisation reviewed the responses submitted in your PRI report this year?

PUBLIC

(A) Board, trustees, or equivalent

Sections of PRI report reviewed

- (1) the entire report
- (2) selected sections of the report

(B) Senior executive-level staff, investment committee, head of department, or equivalent

Sections of PRI report reviewed

- (1) the entire report
- (2) selected sections of the report

(C) None of the above internal roles reviewed selected sections or the entirety of the responses submitted in our PRI report this year

Minimum Requirements Confirmation

We, the reporting organisation, confirm that we have read and understood the minimum requirements for investor signatories to the Principles for Responsible Investment, relating to indicators PGS 1, PGS 8, PGS 11 and PGS 12, and confirm that the information we have reported on these indicators is true and accurate.

Confirm response to these indicators

Submission

You have reached the final submission page.

To close and submit your 2023 PRI report click "Confirm" at the bottom of the page. A confirmation email will be sent to the user from your organisation who submits your report.

You will not be able to amend your responses after the reporting cycle closes.

I confirm I have reviewed my response and it is complete and correct. I understand I will not be able to amend my answers after the reporting cycle closes.