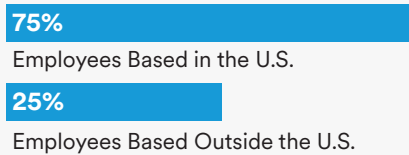


# Diversity Equity and Inclusion

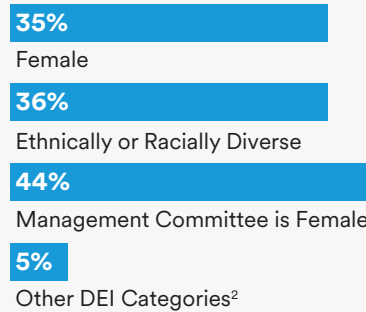
## Our Approach

MetLife Investment Management's (MIM) goal is to recruit, develop and retain a diverse workforce with a culture focused on ensuring all employees are engaged and active members of the organization. In doing so, we also strive for inclusiveness as we believe healthy debate of investment ideas requires fully engaged investment teams from diverse backgrounds. However, we don't stop there. We also support diversity, equity and inclusion by having an impact on diverse, underrepresented communities through select investments.

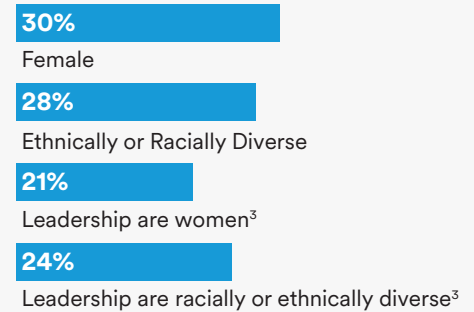
### Our Employee Base<sup>1</sup>



### Our Employees Based in the U.S.<sup>1</sup>



### Our Investment Team Members Based in the U.S.



## Our Actions

Recruiting	Career Development	Investment	Awareness
<p><b>Advance workforce diversity</b></p> <ul style="list-style-type: none"> <li>Partnerships with diverse organizations</li> </ul>  <ul style="list-style-type: none"> <li><b>Future Leaders Program</b> provides diverse communities experience with asset management (42 participants in 2022)</li> <li>Active on-campus recruiting at HBCUs and women's colleges</li> </ul>	<p><b>Retain and promote a diversity of talent</b></p> <ul style="list-style-type: none"> <li>Member of <b>Women's Bond Club</b></li> </ul>  <ul style="list-style-type: none"> <li>EXCELERATE Program to address equity gaps<sup>4</sup></li> <li>Sponsor <b>McKinsey's Black Executive Leadership and Management Accelerator Program</b></li> <li>Partner of <b>SEO</b> (Sponsors for Educational Opportunity)</li> </ul> 	<p><b>Invest where we can make a difference</b></p> <ul style="list-style-type: none"> <li>Committed <b>\$1B</b> over 10 years to firms owned by women, minorities and disabled persons: <ul style="list-style-type: none"> <li><b>\$500M</b> Next Horizon Manager Program in Alternatives</li> <li><b>\$500M</b> Diverse Real Estate Sponsor Program</li> </ul> </li> <li>Managing <b>\$3.1B</b> in <b>affordable housing</b> investments in the U.S. and U.K.</li> <li>Originating <b>\$500M of new impact investments</b> by 2030 to support financial health of low-income communities</li> </ul>	<p><b>Promote understanding/ importance of DEI</b></p> <ul style="list-style-type: none"> <li>Champion inclusion for all employees through 10 <b>Inclusion Networks</b></li> <li>Signatory to <b>ILPA's Diversity in Action</b> initiative</li> </ul>  <ul style="list-style-type: none"> <li>Featuring authors, and DEI experts in IBWM: <b>Conversations that Matter</b> podcasts<sup>4</sup></li> </ul>

## Recognitions<sup>4</sup>



<sup>1</sup> Numbers represented under Our Employee Base are for U.S. based employees of MetLife Investment Management. In the U.S., employees self-report (based on their choice to do so) on statistics regarding gender, race, ethnicity, military veteran status, disabilities, etc. MetLife Investment Management is comprised of investment teams, Institutional Client Group, investment operations as well as those employees at MetLife, Inc. who are in Human Resources, Marketing, Legal, Global Technology & Operations, Financial Management, Global Risk Management and Internal Audit that are dedicated to or serve MetLife Investment Management. All data is as of 12/31/2022.

<sup>2</sup> Other DEI categories include people with disabilities and military veterans.

<sup>3</sup> Leadership is defined as employees with the title Vice President or above.

<sup>4</sup> These are MetLife enterprise programs. The recognitions listed are for MetLife, Inc. except for the Pensions & Investments award, which is for MetLife Investment Management specifically. Due to space constraints not all recognitions or programs could be added. This is a sample of recognitions and programs.

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