



MetLife Pay Equity Statement

MetLife's **culture of equity and inclusion** extends to every aspect of our business, including our compensation practices. We **annually review** employees' pay and our pay practices to ensure we incent the right behaviors and are providing equal pay for equal work.

As a standard and consistent practice, MetLife reviews employee pay to ensure it is both competitive with the external market and internally equitable. When we **hire or promote talent**, we take into consideration each candidate's qualifications and experience in connection with the market-aligned range for the job and relative to peers. We also **review our pay practices** for any potential disparities that are not explainable by objective factors such as performance, experience level, credentials or location, and are committed to correcting any issues and reviewing practices for unintended outcomes. Specifically, MetLife conducts a pay equity review in the U.S. on an annual basis to examine whether there are differences in pay between persons of different genders, races and ethnicities that are not explainable by objective, business-related factors, and has made appropriate adjustments across all genders, races and ethnicities.

At MetLife, **equal pay for equal work** is important to us. We ensure that compensation opportunities are defined for each job level based on market data, among other factors, and vary by country to be locally competitive and appropriate for the business. This includes base salary, annual variable incentive, and long-term stock-based incentive opportunity for certain levels. Globally, MetLife has robust processes for reviewing employees' performance and pay with common timing for employees. We also provide **manager training** on making compensation recommendations with a focus on performance as well as positioning in the market-aligned range relative to peers. Our compensation practices are essential to fostering a diverse and inclusive culture where we value the contributions of all our employees. Therefore, we are committed to continuing to review our practices to ensure fairness and equity.

Refer to MetLife's [Sustainability Report](#) for our commitment and progress towards advancing diversity and inclusion with our workforce.