

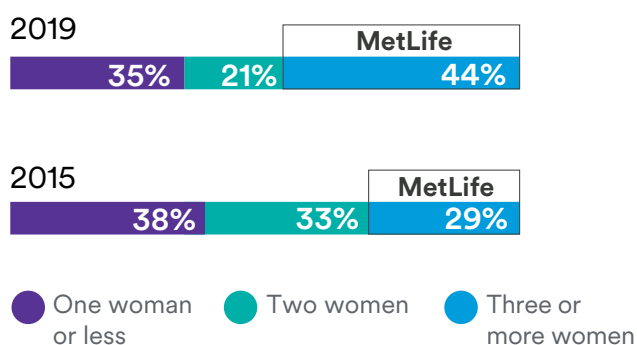
Gender diversity on our Board of Directors

Companies with [gender-diverse boards generally have higher ESG scores](#), indicating that companies with diverse boards adopt better sustainability practices. Since 2015, more companies have added women to their boards of directors.

MetLife is part of the 29% of companies that have three or more women on their corporate boards. We have four women on our Board, including the Chairs of the Compensation Committee and the Governance and Corporate Responsibility Committee. This is one of the highest percentages for financial services companies in the U.S.

Gender diversity on corporate boards

Number of women in C-suite, % of companies



Source: 2019 McKinsey & Company and LeanIn.Org Women in the Workplace study.

MetLife recognized in top tier of companies for gender diversity on our Board of Directors

Approximately

31%

of MetLife's nonmanagement directors are women.

The Women's Forum of New York recognized MetLife as one of the Top Companies for Women on Boards for having >30% women on the Board for 5 consecutive years.

NAFE recognized MetLife as a top company for executive women, recognizing that women comprise 31% of our Board and of our executive group, and 26.9% of our officers (VP).

MetLife employee and Board diversity¹ (%)

Gender	Female		Male					
Sales	41%		59%					
Non-sales	57%		43%					
Executive group (includes non-U.S.)	27%		73%					
Board of Directors	31%		69%					
Age ²	<30 years	30-50 years	>50 years					
Sales	16%	63%	21%					
Non-sales	17%	63%	20%					
Executive group (includes non-U.S.)	0%	36%	64%					
Board of Directors	0%	0%	100%					
Ethnicity and race ¹	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaska Native	Not Specified	Two or More Races	Native Hawaiian or Pacific Islands
Sales	78%	10%	6%	2%	0%	2%	2%	0%
Non-sales	67%	12%	6%	9%	1%	3%	2%	0%
Executive group (includes non-U.S.)	64%	0%	18%	18%	0%	0%	0%	0%
Board of Directors	84%	8%	8%	0%	0%	0%	0%	0%

¹ U.S. only, as of December 31, 2019. Due to rounding, figures may not add up to 100%.

² Totals for gender and age will not match due to unidentified personnel in our system.



Romanian employees participate in Habitat for Humanity build.

MetLife employee training and performance reviews

Average hours of training per year ¹ (# of hours)	Female	Male
Non-sales	8	7
Sales	9	8
Employees receiving regular performance reviews ² (% of employees)	Female	Male
Non-sales	95%	94%
Sales	19%	16%

MetLife new hires and turnover data³

Hires	Total (# of hires)	< 30 years	30-50 years	> 50 years	Rate (% of hires)	< 30 years	30-50 years	> 50 years
Female	4,683	1,774	2,607	302	10%	4%	6%	1%
Male	3,791	1,535	2,056	200	8%	3%	4%	0%
Terminations	Total (# of terminations)	< 30 years	30-50 years	> 50 years	Rate (% of terminations)	< 30 years	30-50 years	> 50 years
Female	5,480	1,555	3,060	865	11%	3%	6%	2%
Male	4,532	1,186	2,533	815	10%	3%	5%	2%

MetLife employee benefits

Parental leave benefits: number of weeks fully paid for birth or adoptive mothers and fathers

8 weeks for primary caregivers
2 weeks for secondary caregivers
(Additional 6-8 weeks for childbirth under the short-term disability plan)

MetLife employee satisfaction

	2019	2018	2017
Percentage of employees participating in employee satisfaction surveys	82%	76%	N/A
Measure of satisfaction	75%	73%	N/A

¹ Employee training figures include only training activity captured in our Learning Management System, including skill-based training and compliance training. Data includes training courses taken online (virtual courses) and instructor-led courses. (6) Performance review figures reflect only employees who received performance ratings and had performance feedback entered into the company's ePerformance system. Performance may be measured separately from the online system. Some gender data is not available in our system, because those employees are no longer with the company. Excludes PNB employees.

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