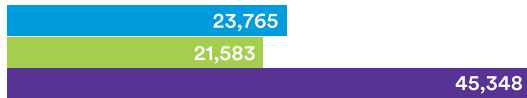


## Global Workforce Data<sup>1</sup>

### Workforce Breakdown

Female Male Total

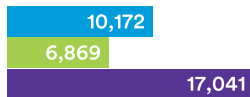
#### Employees



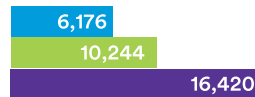
### Workforce By Region

Female Male Total

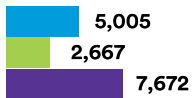
#### United States/Canada



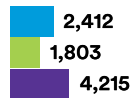
#### Asia



#### Latin America



#### EMEA

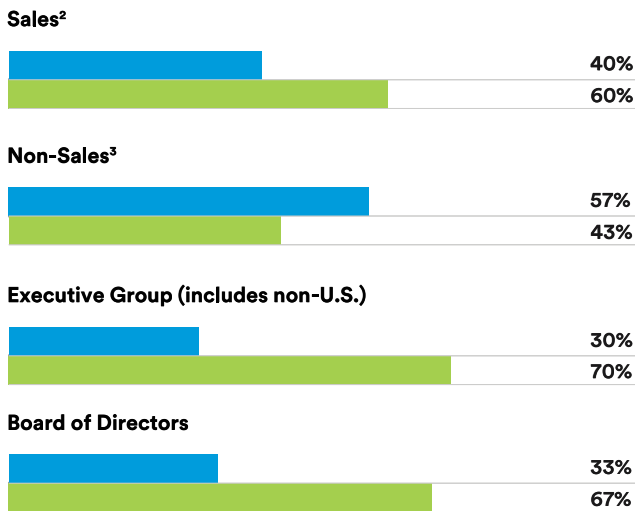


<sup>1</sup>Totals include employees whose gender is not recorded. Excludes PNB employees and Morocco.

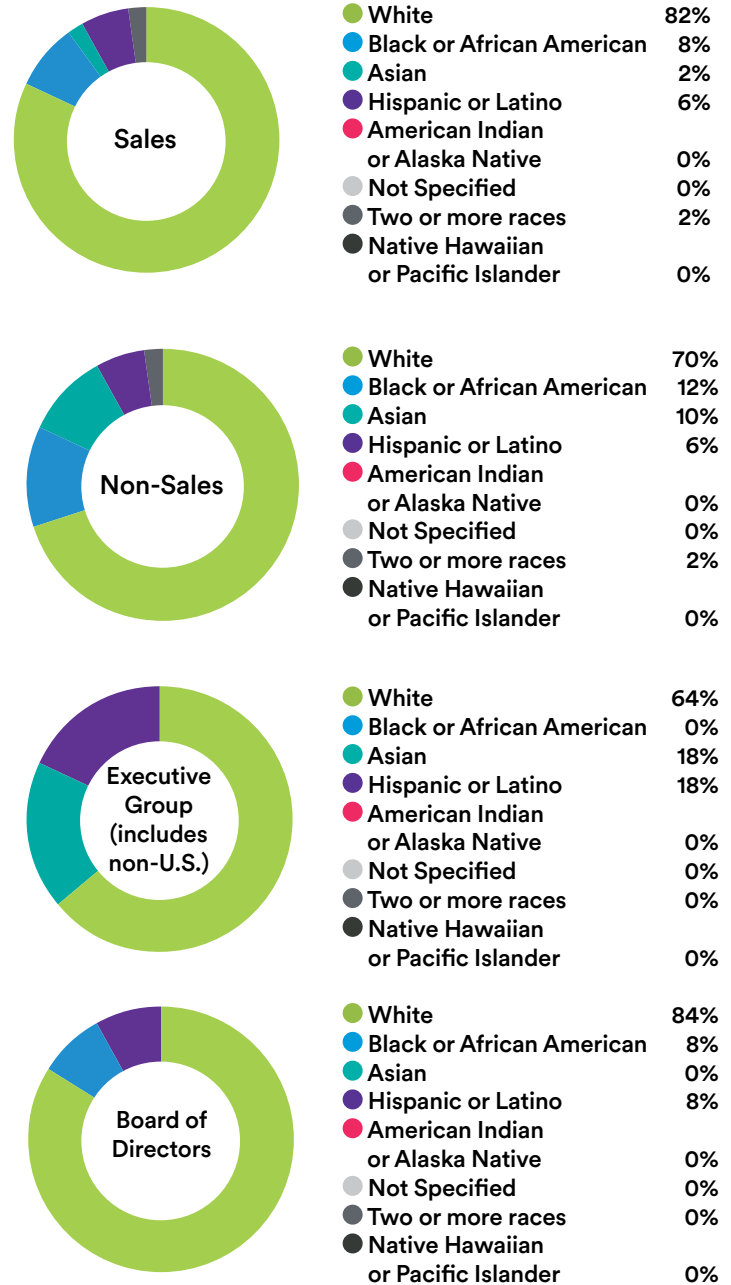
## MetLife Employee & Board Diversity<sup>1</sup> (%)

### Gender

Female Male

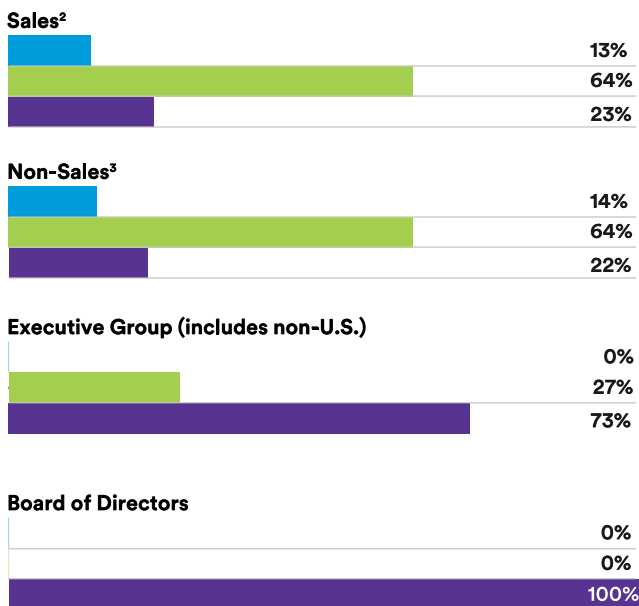


### Ethnicity & Race



### Age

<30 years 30-50 years >50 years



<sup>1</sup> U.S. only. Due to rounding, figures may not add up to 100%.

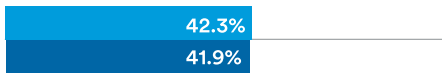
<sup>2</sup> Sales headcount at MetLife includes the entire Sales Staff (e.g., Traditional Sales Agents) as well as Sales Support staff (e.g., Sales Management, Sales Training).

<sup>3</sup> The non-sales population consists of various functions. The top non-sales job functions are: Operations, IT, Finance, Product, Admin, Compliance, Investments, HR, Marketing, and Legal.

Despite the pandemic’s impact on hiring and succession planning in 2020, we maintained our leadership position in gender and racial diversity across our industry, especially among our officers.

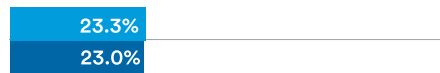
### Global Female Management<sup>1</sup>

2019 Actual 2020 Actual



### U.S. Ethnically/Racially Diverse (ERD) Management<sup>1</sup>

2019 Actual 2020 Actual



### Global Female Nonmanagement<sup>2</sup>

2019 Actual 2020 Actual



### U.S. ERD Nonmanagement<sup>2</sup>

2019 Actual 2020 Actual



2020 gender diversity for officers (VP+)<sup>3</sup>—global  
MetLife:

**27.3%** ↑ 2% since 2017

MetLife is in the top quartile against industry benchmarks.

2020 ethnic and racial diversity for officers (VP+)<sup>3</sup>—U.S.  
MetLife:

**24.3%** ↑ 4.7% since 2017

MetLife is in the top quartile against industry benchmarks.

<sup>1</sup> Management population is defined as any active employee who has at least one direct report.

<sup>2</sup> Nonmanagement population is defined as any active employee who does not have any direct reports.

<sup>3</sup> The Officer population is a subset of Overall Management that is a reflection of the leadership of the organization. It is comprised of all MetLife employees at the Vice President level or above.



See our [pay equity statement](#) here.

## MetLife Employee Training and Performance Reviews

Average hours of training per year <sup>1</sup> (# of hours)	Female	Male
Non-sales	19	20
Sales	18	11
Employees receiving regular performance reviews <sup>2</sup> (% of employees)	Female	Male
Non-sales	97%	98%
Sales	33%	30%

## MetLife New Hires and Turnover Data<sup>3</sup>

Hires	Total (# of hires)	< 30 years	30-50 years	> 50 years	Rate (% of hires)	< 30 years	30-50 years	> 50 years
Female	2,835	1,137	1,484	213	6%	3%	3%	1%
Male	2,344	1,008	1,218	116	5%	2%	3%	0%
Terminations	Total (# of terminations)	< 30 years	30-50 years	> 50 years	Rate (% of terminations)	< 30 years	30-50 years	> 50 years
Female	4,211	1,303	2,181	727	9%	3%	5%	2%
Male	3,417	1,011	1,783	623	8%	2%	4%	1%

## MetLife ERD New Hires and Turnover—U.S.

Hires	2020 Total (% of hires)
Female	22.5%
Male	11.7%
Total	34.2%
Terminations	2020 Total (% of terminations)
Female	24.1%
Male	11.3%
Total	35.4%

## MetLife Employee Satisfaction

	2020	2019	2018
Percentage of employees participating in employee satisfaction surveys	84%	82%	76%
Measure of satisfaction	78%	75%	73%

<sup>1</sup> Employee training figures include only training activity captured in our Learning Management System, including skills-based training and compliance training. Data includes training courses taken online (virtual courses) and instructor-led courses. This includes all employees who were active in the Learning Management System in 2020.

<sup>2</sup> 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.

<sup>3</sup> Excludes PNB employees and Morocco.