



Pay Equity Statement

MetLife's **culture of engagement** extends to every aspect of our business, including our compensation practices. We regularly review employees' pay and our pay practices to ensure fair and market-aligned outcomes across our workforce.

At MetLife, **fair pay practices** are important to us. We ensure that compensation opportunities are defined for each job level based on market data and vary by country to be locally competitive and appropriate for the business. This may include three primary components: base salary, annual 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 guidance and training to managers to support **thoughtful and objective compensation recommendations**, including regarding how pay decisions are made within established frameworks.

As a standard and consistent practice, MetLife reviews employee pay to ensure it is both **externally competitive and internally equitable**. When we hire or promote talent, we consider each candidate's qualifications, skills, and experience in connection with the market-aligned range for the job and relative to peers. We also **regularly review pay outcomes** for potential differences that cannot be explained by objective factors such as qualifications, skills, performance, experience, or location, and take action where appropriate.

Our compensation practices are essential to fostering a culture where we value the contributions of all employees. We are committed to continuing to review our practices to **ensure fairness** and **enhance transparency**.