

## **MetLife, Inc.**

### **Compensation Committee Charter**

(as amended and restated effective December 13, 2022)

#### **Role of the Compensation Committee**

The Compensation Committee (the Committee) is appointed by the MetLife, Inc. (the Company) Board of Directors (the Board) to assist the Board in fulfilling its responsibility to oversee the compensation and benefits of the Company's executive officers and other employees of the MetLife enterprise.

#### **Qualifications and Appointment of Committee Members**

On the recommendation of the Governance and Corporate Responsibility Committee, the Board appoints the Chair and the Committee members, having determined their qualifications. The Committee members shall serve at the pleasure of the Board and for such term or terms as the Board may determine.

#### **Committee Membership**

The Committee shall consist of no fewer than three members, each of whom shall be a member of the Board. Each Committee member shall be (i) independent under all standards applicable to directors and compensation committee members in the New York Stock Exchange (NYSE) Corporate Governance Standards (including those specific to service on the Compensation Committee) and the Company's Corporate Governance Guidelines; and (ii) a "Non-Employee Director" for the purposes of Rule 16b-3 under the Securities Exchange Act of 1934 (the Exchange Act). A majority of the Committee members shall constitute a quorum.

#### **Committee Authority and Responsibilities**

In carrying out its responsibilities, the Committee shall:

1. oversee the development and administration of the Company's compensation programs, including stock-based incentive programs;
2. with respect to the Chief Executive Officer (CEO):
  - approve the corporate goals and objectives relevant to the CEO's total compensation;
  - evaluate the CEO's performance in light of such goals and objectives; and
  - recommend, for approval by the independent directors, the CEO's total compensation level based on such evaluation;
3. review and recommend for Board approval the total compensation (including their base salaries, annual incentive compensation, and stock-based long-term incentives), and other elements of compensation as appropriate, of each person who is an "executive officer" of the Company under the Exchange Act, and the rules promulgated thereunder, and each person who is an "officer" of the Company under Section 16 of the Exchange Act, and the rules promulgated thereunder;

4. review and approve, or recommend for Board approval, changes in the Company's compensation programs and plans, and the Company's policies regarding perquisites and other personal benefits provided to the Company's executive officers;
5. periodically review the competitiveness of the Company's compensation programs;
6. oversee management's efforts to ensure that the Company's compensation programs do not encourage excessive or inappropriate risk-taking;
7. periodically review the Company's Performance-Based Compensation Recoupment Policy, amend the policy as it deems appropriate, and oversee its application;
8. elect or appoint Company officers at the vice president level and below and make recommendations to the Board about the election or appointment of Company officers at the senior vice president level and above; and
9. on behalf of the Board, oversee the administration of MetLife Group, Inc.'s benefit programs.

### **Committee Advisors**

The Committee may, in its sole discretion, retain or obtain the advice of compensation consultants, independent legal counsel or other advisors (each, an Advisor). The Committee is not required to implement or act consistently with the advice or recommendations of any Advisor, but retains the ability and obligation to exercise its own judgment in fulfillment of its duties.

The Committee may select or receive advice from any Advisors it prefers, including Advisors who are not independent. The Committee may select an Advisor only after taking into consideration all factors related to that person's independence from management that it determines relevant, including each of the factors it is required to take into consideration under the NYSE Corporate Governance Standards; provided, however, that the Committee is not required to conduct this review with respect to the Company's in-house legal counsel or other Advisor exempt from this requirement under the NYSE Corporate Governance Standards.

The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Advisor it retains. The Company shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to an Advisor retained by the Committee.

### **Additional Committee Authority**

The Committee may delegate to a subcommittee or to the CEO or other Company officer such of its duties and responsibilities as the Committee deems to be in the best interests of the Company, provided such delegation is not prohibited by law, regulation or the NYSE Corporate Governance Standards.

The Committee may also conduct or authorize investigations into any matter within the scope

of the duties and responsibilities delegated to the Committee as it deems appropriate.

### **Proxy Statement Disclosure**

The Committee shall review and discuss with management the "Compensation Discussion and Analysis" to be included in the Company's proxy statement (or annual report on Form 10-K), and based on such review and discussions, (i) recommend to the Board whether the Compensation Discussion and Analysis should be included in the Company's annual proxy statement (or annual report on Form 10-K) and (ii) oversee preparation of and issue, in accordance with applicable rules and regulations of the U.S. Securities and Exchange Commission, the Compensation Committee Report for inclusion in the Company's proxy statement.

### **Meetings and Reports to the Board**

The Committee shall meet at least four times each year and shall make regular reports to the Board about the Committee's activities.

### **Annual Evaluation of the Committee's Performance and Charter Review**

Annually, the Committee shall conduct an evaluation of its performance. In addition, the Committee shall annually review this charter and recommend any proposed changes to the Governance and Corporate Responsibility Committee and the Board.