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RE: METLIFE SUPPLIER INCLUSION AND DEVELOPMENT PROGRAM

Diverse business participation within MetLife's supply chain is a major focus of our Supplier Inclusion and Development business strategy. We continually seek opportunities to engage with certified suppliers qualified as MBE, WBE, LGBT, DVBE, DOBE and Small Business classifications recognized by the federal government.

MetLife's commitment to working with diverse business enterprises is fueled by the realization that we can benefit from the innovation and creativity of diverse business partners in many of the same ways that we benefit from the diversity of our own workforce. The program strives to introduce partnerships and sustain relationships with diverse business partners promoting their long-term economic growth. Through the program, MetLife implements aggressive sourcing initiatives that provide diverse businesses with equal opportunity to become trusted suppliers of MetLife.

The MetLife Supplier Inclusion and Development Program (SID) is an enterprise initiative focused on percent of spend with diverse business partners over procurable spend. MetLife tracks and reports spend with diverse suppliers every quarter to monitor growth. SID partners with Global Procurement Leaders to source certified diverse businesses for inclusion in RFPs. Valid third-party certification is required of all diverse suppliers who do business with MetLife.

Facts and Figures

Our commitment to building relationships with diverse business partners has driven growth since the program's inception in 2003.

- In 2021, MetLife's annual spend with diverse business partners was 10% of total procurable spend.
- MetLife engaged with more than 200 diverse business partners in 2021. Over the program's history, MetLife partnered with diverse businesses to achieve over \$3.5 billion in spend.*
- Supplier diversity tracks spend with certified suppliers in the following classifications: MBE, WBE, LGBT, VBE, DVBE, DOBE and Small Business classification recognized by the federal government.

*A review of historical spend with diverse suppliers resulted in a downward adjustment recorded in 2018 which is reflected in the change to \$3.5 billion since the program's inception.

MetLife Affiliations

National Minority Supplier Development Council (NMSDC)
NY/NJ Minority Supplier Development Council (The Council)
Women's Business Enterprise National Council (WBENC)

Women's Business Enterprise Council Metro NY (WBEC)

National LGBT Chamber of Commerce (NGLCC)

Disability: IN

National Veteran Business Development Council (NVBDC)

Supplier Diversity Leadership

MetLife's Supplier Inclusion and Development Program drives growth of diverse businesses. We are committed to face-to-face, ground-level involvement that fosters a direct connection with diverse suppliers supported by our membership in national advocacy organizations including WBENC, NMSDC, NGLCC, Disability:IN, and NVBDC. To drive that commitment, MetLife is involved in the following:

- Exhibiting at national and regional business opportunity fairs to cultivate relationships with diverse businesses and understand how their value proposition benefits MetLife. This may be onsite or virtual participation.
- Benchmarking supplier diversity best practices and leverage referral opportunities with world class organizations as members of insurance/ financial services industry groups.
- Providing annual scholarships for diverse business owners to attend executive education programs at major universities designed to broaden their capabilities that can lead to high-performing businesses.
- Designing and delivering workshops and seminars for diverse business owners to benefit from our position and industry knowledge as the leader in financial services and insurance.
- Partnering with MetLife National Accounts in private and public sector markets to strengthen our supplier diversity leadership position.

Supplier Inclusion and Development Direction

MetLife's goal is to grow partnerships with diverse businesses to represent an increasing percentage of the company's overall procurable spend. By growing the number of diverse business partners we work with, MetLife advances its vision to help build financial freedom for everyone.

MetLife Global Procurement and Supplier Inclusion and Development have identified the following activities as essential in helping to meet our goals:

- Identify commodity areas of procurable spend that Global Procurement can impact.
- Support sourcing leaders to facilitate the inclusion of diverse vendors in RFPs.
- Analyze spend by key commodity area/owner and by diverse supplier.
- Provide supplier diversity data to MetLife proposal teams in support RFP requirements for private and public sector markets.

- Implement regular data enrichment to ensure accurate coding of diverse vendors as they are added to the supply chain.
- Proactively identify line of business stakeholders to encourage and increase inclusion of diverse businesses in decision making.
- Raise enterprise awareness of MetLife's Supplier Inclusion and Development Program.
- Drive supplier registration through the MetLife's diverse supplier portal

Supplier Inclusion and Development Recognition (updated throughout the year)

- America's Top Corporations for Women's Business Enterprises – WBENC
- WE 100 Corporations of the Year - Women's Enterprise USA
- Top 50 Corporations for Inclusion – Omnikal
- Top 100 Corporations for Women's Business Enterprises - Women's Enterprise magazine's
- Award of Excellence – Odyssey International
- Top 30 Champions of Diversity – Diversity Plus magazine
- Best of the Best, Top Insurance Company - HISPANIC Network Magazine and Black EOE Journal

Enterprise Awards and Recognition

Throughout our long history, we have aimed to make MetLife a great place to work and interact for customers, employees, and communities around the world. Understanding different regions and cultures also allows us to better customize our products and services. These efforts have been recognized by a broad range of external associations and the media for customer satisfaction, environmental sustainability, human rights, women's rights and our work to help our returning Veterans pursue more from life.

Link out for the latest about MetLife recognition:

<https://www.metlife.com/about-us/awards-and-recognition/>