



EQUITABLE

Equitable Pay Equity Statement

Equitable's culture of diversity, equity and inclusion seeks to make Equitable more representative of America today, ensuring we have the best talent in the industry and that everyone feels included. To help us achieve this goal, we annually review employees' base salary and annual incentives to ensure they are competitive with the external market and internally fair and consistent. We perform an analysis each year to check for consistency of compensation across gender and race after controlling for other factors such as performance, experience, credentials, job responsibilities and geographic location. Equitable is committed to addressing any issues, as appropriate. We provide manager training on making compensation recommendations with a focus on past performance and future potential. Our compensation practices are essential to, among other things, fostering a diverse, equitable and inclusive culture where we value the contributions of all our employees. We are committed to continuing to review and evolve our pay practices to ensure fairness and equity. Refer to Equitable's Environmental, Social and Governance Report for more information on our commitment towards advancing diversity, equity and inclusion, and the progress we have made so far.