EQUITABLE

Equitable Pay Equity Statement

Equitable's commitment to fostering an environment where all employees are empowered to contribute meaningfully and thrive personally and professionally is core to our business and reflected in our compensation practices. We strive to attract and retain the best talent in the industry by creating a workplace where everyone feels included, valued and fairly compensated. To help us achieve this goal, we partner with a third-party to 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.

The company's compensation philosophy links pay with performance, meaning there is a direct correlation between an employee's total compensation, their individual contributions, and company performance. In addition to base compensation, Equitable offers short and long-term incentive compensation which are funded based on company performance against financial targets and may be awarded annually to employees at the Company's discretion based on their grade, performance and achievements during the year. People leaders are offered training on making compensation recommendations with a focus on past performance and future potential, reinforcing our pay-for-performance philosophy and commitment to fairness.

Our compensation practices are essential to, among other things, fostering an inclusive, high-performing culture where we value the contributions of all our employees. We regularly review and evolve our pay practices to ensure they remain fair, consistent and aligned with our values.