



UK Gender Pay Gap Report 2025

MetLife is proud to have a diverse and inclusive culture, and pay equity is integral to the way we do business. We are committed to attracting, retaining, and optimising the performance of our diverse workforce, to best meet the needs of our customers.

MetLife uses a global grading framework to ensure a consistent approach to evaluating and aligning jobs based on the responsibilities and impact of the job. Compensation opportunities are defined for each job level based on market data among other factors and vary by country to be locally competitive and appropriate for the business. An employee's compensation will vary within certain guidelines based on a number of relevant business-related criteria such as the employee's experience and performance.

MetLife's culture of respect and inclusion extends to every aspect of our business, including our compensation practices. We regularly review employees' pay and our pay practices to ensure we incent the right behaviours and are providing equal pay for equal work regardless of gender.

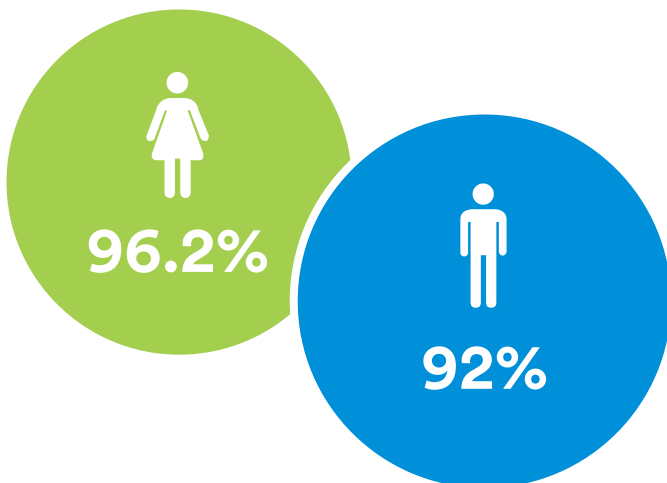
The table below shows our mean and median gender pay gap and bonus pay gap, calculated according to the UK Gender Pay Gap Legislation and covering 350 employees as of 5 April 2025.

Difference between all men and all women (regardless of role or level)		
	Median (mid point)	Mean (average)
2025 Gender Pay Gap	28.9%	22.1%
2025 Bonus Pay Gap	52.9%	51.3%

The gender pay gap compares the pay of all men to all women regardless of their role or level. MetLife's pay gap reflects the fact that we have more men than women in senior roles that have higher compensation levels.

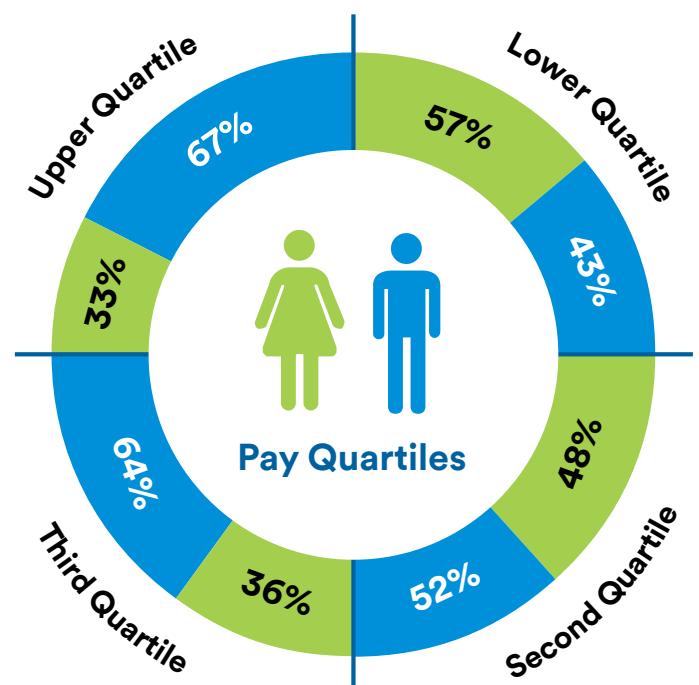
Proportion of employees awarded a bonus for 2024

All of our roles in the UK are eligible for incentive pay - those who did not receive a bonus (women or men) were either too new to participate in a bonus scheme, or were performing below expectations for the role.



Pay Quartiles

The pay quartiles below show the gender distribution across four equally sized quartiles, each containing around 90 employees. Overall, there continues to be more men than women, and more men than women in senior positions which warrant higher pay.



Company commitments and initiatives

MetLife is committed to fostering an inclusive workplace where all employees are treated fairly, feel respected, and have equal access to opportunity. Our approach focuses on inclusion for all, ensuring that our policies, practices and benefits support a diverse workforce and enable individuals to thrive regardless of gender or background.

We use a global grading framework and consistent reward principles to ensure roles are evaluated fairly and compensation decisions are based on objective, business related criteria such as role scope, experience and performance. We regularly review our pay practices to support equal pay for equal work and to ensure our reward outcomes remain fair and competitive.

Our recruitment practices are designed to promote fairness and inclusion at every stage of the hiring process. We continue to take an inclusive approach to recruitment by ensuring shortlists reflect a balanced pool of suitably qualified candidates and by using diverse interview panels. This helps to reduce bias and supports fair decision making, enabling us to attract talent from the widest possible pool.

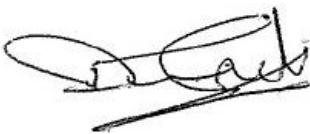
We also recognise that inclusive workplaces are supported by family friendly and flexible working practices. MetLife offers a range of benefits and policies designed to support employees at different life stages and with differing personal responsibilities. These include flexible working arrangements, carers' leave, and fertility leave, which provides up to five days of paid leave per year for employees undergoing or supporting a partner through fertility treatment.

We have further strengthened our family friendly offering by enhancing our paternity pay benefit from two weeks' full pay to four weeks' full pay, reinforcing our commitment to supporting working parents and shared caring responsibilities. Our parental leave and pay policies are transparent and publicly available, demonstrating our ongoing commitment to inclusion and to supporting employees to balance work and personal commitments.

We recognise that our gender pay gap is influenced by workforce composition, particularly the distribution of roles across different levels of seniority. We continue to focus on building an inclusive culture, maintaining fair and transparent employment practices, and creating an environment where everyone has the opportunity to develop, progress and contribute to the success of the business.

I confirm the data reported is accurate.

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COMP 2876.06.MAR2026