### PIMCO’s EEO Policy

PIMCO’s Equal Employment Opportunity Policy affirms PIMCO’s commitment to non-discrimination and equal opportunity for all employees and applicants. The firm’s search partners are informed verbally and in writing of the Firm’s Equal Opportunity policy stipulating that PIMCO is an Equal Opportunity Employer and prohibits unlawful discrimination against any employee or applicant for employment on the basis of race, color, creed, citizenship status, national origin, ancestry, religion (including religious dress and grooming practices), sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender (including gender identity and expression), age (40 and over), marital status, military or veteran status, disability (physical or mental), medical condition (including cancer and genetic characteristics) or any other basis prohibited under federal, state or local law, ordinance or regulation.

---

<table>
<thead>
<tr>
<th></th>
<th>Global Female %</th>
<th>U.S. Female %</th>
<th>U.S. Minorities % (2)</th>
<th>U.S. Underrepresented Minorities % (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Portfolio Management</td>
<td>17%</td>
<td>17%</td>
<td>47%</td>
<td>5%</td>
</tr>
<tr>
<td>Client Facing (1)</td>
<td>29%</td>
<td>30%</td>
<td>29%</td>
<td>11%</td>
</tr>
<tr>
<td>Business Management</td>
<td>44%</td>
<td>42%</td>
<td>51%</td>
<td>13%</td>
</tr>
<tr>
<td>Total</td>
<td>36%</td>
<td>35%</td>
<td>44%</td>
<td>11%</td>
</tr>
</tbody>
</table>

(1) Includes Client Management, Global Wealth Management & Product Strategy Groups  
(2) Given that the classification of a minority differs by region, data is based on the U.S. population only at this time; excludes Caucasians  
(3) Includes African American, American Indians/Alaskan Natives, and Hispanic only  

**Notes:**  
- Underlying data is based on and prepared consistent with EEO data requirements and guidance  
- Figures are based on weighted percentages  
- Portfolio Management and Client Facing personnel are generally closely involved in our investment process and are considered investment staff accordingly  
- Excludes Gurtin
PIMCO’s Inclusion, Diversity & Culture (IDC)

Promoting diversity across all levels at PIMCO continues to be a priority

Mission: PIMCO’s IDC initiative seeks to heighten employees’ appreciation for diverse perspectives and skills, which in turn will facilitate increased collaboration and enhance our ability to attract, retain, develop, and engage top talent – all of which will lead to better outcomes for our clients.

Vision: PIMCO seeks to embody a culture where we recognize we are bonded through our common attributes, yet understand that it is the diversity of our skills, experiences, communication, and leadership styles that may lead to the best possible outcomes.

Scope: PIMCO’s IDC philosophy acknowledges a wide range of identity dimensions such as race, ethnicity, gender, sexual orientation, gender identity and military status but also focuses on dimensions and concepts such as culture, business segments, geographical diversity, unconscious bias, cognitive diversity, and inclusive leadership.

How do we get there?
We seek to achieve our mission through the combined efforts of our dedicated volunteer teams, continued engagement from senior leadership, process enhancements that mitigate bias in our recruiting, development, and promotions processes, as well as sustained long-term commitment to our mission.

Progress to Date
Below is a historical overview of recent highlights of PIMCO’s IDC efforts over the last three years:

2020 YTD

- Communication and Advocacy: PIMCO collaborated with two partners, Management Leadership for Tomorrow and Ascend Leadership, to actively address the adverse impacts of all forms of discrimination and bias occurring during the COVID-19 pandemic by committing to a 5-Point Action Agenda. We also expanded our gender equality partnerships with Nomi Network, Women for Women International and Girls Who Invest. The enhanced partnerships reflect PIMCO’s continued commitment to gender equality – within the investment management industry and throughout communities worldwide.

- Process Integration: In collaboration with Talent Development, we have established a weekly “Manager Tips” email series to provide managers of people with insights and resources that support their development as inclusive and effective managers. Talent Development and IDC continue to partner to incorporate diversity, inclusive leadership and unconscious bias mitigation concepts into our new performance management criteria.

- PIMCO Black: PIMCO launched a new employee resource group focused on supporting Black colleagues within the Americas. Additionally, we hosted Dr. Laura Morgan Roberts, who is an author, educator, researcher and organizational consultant, to raise awareness and understanding of systemic racism. Senior leaders subsequently hosted internal small group discussions on race in the workplace.

- PIMCO Families: We expanded our peer-to-peer mentoring program for parents in Austin. To address challenges unique to the impact of COVID-19, we created and distributed resources for caregivers. We also hosted Clay Cranford, a law enforcement educator, to raise awareness of cyber safety for children.

- PIMCO Multicultural: PIMCO hosted Rosalyn Taylor O’Neale, an Inclusion & Diversity thought leader, to raise awareness about the intersection between unconscious bias and race. This session was followed up with best practice guidance for understanding everyday bias.

- PIMCO PRIDE: For the fourth year, PIMCO achieved a perfect score on the 2020 Human Rights Campaign Corporate Equality Index. PIMCO Europe Ltd. established a new partnership with Stonewall, the largest LGBT+ rights organization in Europe.
PIMCO Women: In recognition of International Women’s Day on 8 March 2020, PIMCO hosted events globally where employees pledged to take actions in support of gender equality. For the third year, we are hosting summer interns from Girls Who Invest, a non-profit focused on increasing the number of women in asset management roles, in our Newport Beach, New York and London offices.

PIMCO Veterans: PIMCO joined Veterans on Wall Street (VOWS), an initiative dedicated to honoring former and current military personnel by facilitating career and business opportunities in financial services.

PIMCO MyWellbeing: To support employees during the coronavirus pandemic, PIMCO launched “PIMCO Connected,” a hub of resources to support colleagues “Get Adjusted, Be Supported and Stay Connected.” This was supplemented by a weekly live, virtual meditation sessions to support wellbeing, mindfulness and mental resiliency to all U.S. colleagues.

2019

Process Integration: To increase inclusivity and mitigate bias in our recruitment processes, we have incorporated a number of process improvements including, but not limited to, the use of tools to evaluate the gender balance and inclusiveness of text in job descriptions.

Policy Enhancement: PIMCO enhanced our U.S. military leave policy to provide up to 6 months of company-paid military leave within a 5-year period. PIMCO also expanded fertility, adoption and surrogacy benefits to EMEA and APAC regions.

Partnership Engagement: For the second year, we hosted summer interns from Girls Who Invest, a non-profit focused on increasing the number of women in asset management roles, in our Newport Beach, New York and London offices. We also began new partnerships with Fondsfrauen, a professional German network for women in asset management, and increased our partnership with SEO, an organization focused on increasing the number of college graduates from underserved communities.

Communication and Advocacy: Dan Pink, best-selling author and top-rated Ted Talk speaker, presented on how purpose, autonomy and mastery drive motivation. We hosted additional events to raise awareness of diverse perspectives with John Bruton (former Prime Minister of Ireland), Kathy Shih (Former President of UBS Asia Pacific), and Nitin Nohria (Dean of Harvard Business School).

PIMCO Families: In addition to hosting a leadership seminar with Mary Murphy on the importance of a growth mindset both inside and outside of the workplace, we developed and globally distributed via regional newsletters a best practice document to support employees in furthering the discussion on gender equality and growth mindset. We also expanded our peer-to-peer mentoring program for parents to Australia and Hong Kong.

PIMCO Multicultural: We held a PIMCO Multicultural launch event in our APAC offices focusing on developing effective communication and leadership skills across cultures. Our Newport Beach office hosted the inaugural regional launch event for Ascend, the largest non-profit Pan-Asian organization for business professionals in North America.

PIMCO PRIDE: For the third year, PIMCO achieved a perfect score on the 2019 Human Rights Campaign Corporate Equality Index. Our PRIDE team hosted a number of speaker events featuring senior leaders in asset management focused on diversity in our industry.

PIMCO Women: We hosted Brad Johnson and David Smith, professors who have authored articles on gender in the workplace, and shared guidance on male allyship in the workplace. We also hosted a global series of roundtables to gather feedback on the factors that influence retention of top female talent.

2018

Process Integration: PIMCO appointed Sapna Shah as Head of Corporate Responsibility, and Graham Honda, Head of Talent Acquisition. The Human Resources and IDC teams partner closely to ensure IDC concepts are integrated into our training and recruiting programming. We incorporated an unconscious bias module into our Respectful Workplace as well as our Interview and Hiring training.
**Policy Enhancement:** Within the U.S., PIMCO announced new fertility, adoption and surrogacy benefits and launched a breastmilk shipment reimbursement policy.

**Partnership Engagement:** PIMCO’s CEO, Manny Roman, became a member of the U.S. chapter of the 30% Club, and Robin Shanahan, Co-COO, joined the steering committee. The organization’s goal is to achieve 30% female directors on S&P 100 boards by the year 2020.

**Communication and Advocacy:** PIMCO hosted Adam Grant, Dambisa Moyo, Grace Killelea and Benjamin Law to raise awareness of diverse perspectives and skills.

**PIMCO Families:** PIMCO expanded its peer-to-peer mentoring program for parents in EMEA.

**PIMCO Multicultural:** PIMCO created best practice guidance for considering religious observances.

**PIMCO PRIDE:** For the second year, PIMCO achieved a perfect score on the 2018 Human Rights Campaign Corporate Equality Index. PIMCO also launched our LGBT initiative in the APAC and EMEA regions.

**PIMCO Women:** PIMCO launched the Women & Investing platform, announced a new partnership with Girls Who Invest, a non-profit focused on increasing the number of women in asset management roles, and became a signatory to the UK Women in Finance Charter.

**Promoting diversity across all levels at PIMCO continues to be a priority**

We recognize that a long-term, sustained commitment to Inclusion, Diversity & Culture is necessary to achieve our goals. Below is an overview of ongoing projects to help attract, develop, engage and retain top talent and facilitate a collaborative environment:

**Attract**
- **Recruiting Process Review:** We seek to incorporate the appropriate diversity considerations into each event node of our recruiting process.
- **Recruiting Partners Evaluation:** We actively engage with multiple organizations to seek out diverse talent.

**Develop**
- **Best Practice Institutionalization:** We seek to institutionalize best practices by documenting key learnings from educational sessions, sharing learnings with our global employee base, and incorporating these learnings into firm-wide processes.
- **High Impact Speaker Events:** We leverage external speakers to introduce colleagues to new ideas and best practices related to mitigating bias and practicing inclusive leadership.

**Engage**
- **Internal Networking:** We seek to foster a culture of connectivity, promote informal mentoring and help develop relationships across the firm through social activities and networking events.
- **Purpose at PIMCO Partnership:** We engage with the PIMCO Foundation and other non-profits to advocate on behalf of organizations and events that reflect PIMCO’s commitment to our values, clients, culture and global community.

**Retain**
- **Top Talent Retention:** We partner across the firm with Talent Development and business groups to identify strong talent and promote their development.
- **Roundtables for Female Retention:** We conduct select roundtables globally with the specific goals of understanding what engages and retains top female talent.