

PIMCO

2022
Inclusion
and Diversity
Annual Report



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A Message From Emmanuel Roman and Daniel Ivascyn

At PIMCO, we have long leveraged the power of diverse perspectives in our investment process. Our inclusive approach has enabled us to deliver a long-term return on trust for our clients, mitigate risk and create opportunities for over 50 years.

This second Inclusion and Diversity Annual Report represents our continued commitment towards openness and responsibility of advancing inclusion and diversity within our global organization and across our industry.

In 2022, we advanced our Inclusion and Diversity (I&D) journey by appointing a Managing Director Inclusion and Diversity Advisory Council to govern and advance PIMCO's Inclusion and Diversity strategies under the direction of the Executive Committee and further highlight accountability from our senior leaders. In addition to the I&D Advisory Council, our Executive Team and our Managing Directors are committed to exemplifying and contributing to both our firm and the broader industry's inclusion and diversity efforts.

With a stronger focus on transparency and data, we also stayed true to our commitments and continue to proactively embed inclusion and diversity into the way we work and make decisions.

We recognize that an inclusive culture that leverages diverse views is an important element to our success as an organization. Therefore, we continue to invest in our commitment to recruiting, developing, and retaining talent in many innovative ways. One of the programs we are especially proud of is our PIMCO Future Leaders Scholarship, which evolved this year to provide \$1 million in scholarships to students of Black and Hispanic or Latino/a/x BACKGROUNDS. We strongly believe in the sustained impact of this program and have increased our commitment to \$2 million for 2023. As the rapidly evolving industry demands more diverse workforces and inclusive workplace cultures, we strive to champion inclusion and diversity, not only within our own firm, but throughout the investment management industry. This year, we have published research on incorporating I&D and behavioural science practices into the investment process and have begun embedding best practices into how we make investment decisions

Looking back at our I&D Journey, we are proud of the advancements we made in developing an inclusive culture, and credit the dedication and efforts of our people for how far we've come—but there's more to be done. We look forward continuing our journey to the benefit of our clients, colleagues, future candidates, and the broader industry.



Reflection From Sabrin Chowdhury



In our inaugural report last year, I discussed how excited we were to advance our Inclusion and Diversity (I&D) journey in 2022 – and advance, we did. We are proud of all we accomplished this year, yet remain humbled by how much can still be done.

In 2022, we have further enhanced our global I&D strategy based on inclusion and diversity data and launched the Inclusion Assessment in January to establish a baseline on inclusion metrics.

As we embarked on the next frontier of our I&D journey, we are focused on two core strategies that will allow us to play a role in fostering inclusion across the industry. Internally, we are redefining and enhancing PIMCO's Employee Value Proposition to build on our collaborative and inclusive work environment and create more opportunities for informal connections. As part of this strategy, we have launched programming to help advance three areas: 'Employee Engagement and Communication', 'Sponsorship and Mentorship' and 'Manager Capability Building'. Externally, we are focused on supporting financial advisors with diverse backgrounds to enter, succeed, and remain in the industry.

One of our key priorities this year has been to communicate proactively with our clients, employees, and other external stakeholders on our ongoing I&D programs and offerings. We have developed new resources to help us share our Journey and also enhanced the report with eye-catching design, enhanced data and transparency, and engaging snapshots to better illustrate the inroads we continue to make on our ongoing journey.

On the pages that follow, you will explore our many programs and initiatives focused on driving more diverse representation across our organization and the broader industry, and creating an encouraging environment where our people can thrive.



Key Achievements In 2022

PLACEHOLDER FOR INFOGRAPHIC

Our Overall I&D Journey

Recruiting, Developing, and Engaging Talent at PIMCO

We believe the best talent leads to the best thinking and therefore the best outcomes for our clients and our business.

PLACEHOLDER FOR INFOGRAPHIC

Source: PIMCO, based on data as of December 31, 2022 gathered consistent with EEOC guidelines. Excludes AAM and ARE employees. 2010 and 2016 data varies in scope of collection due to historical collection considerations.

1 Employees with officer titles of Senior Vice President and above. Data as of January 1 2011, 2017 and 2023 to reflect year end promotions.

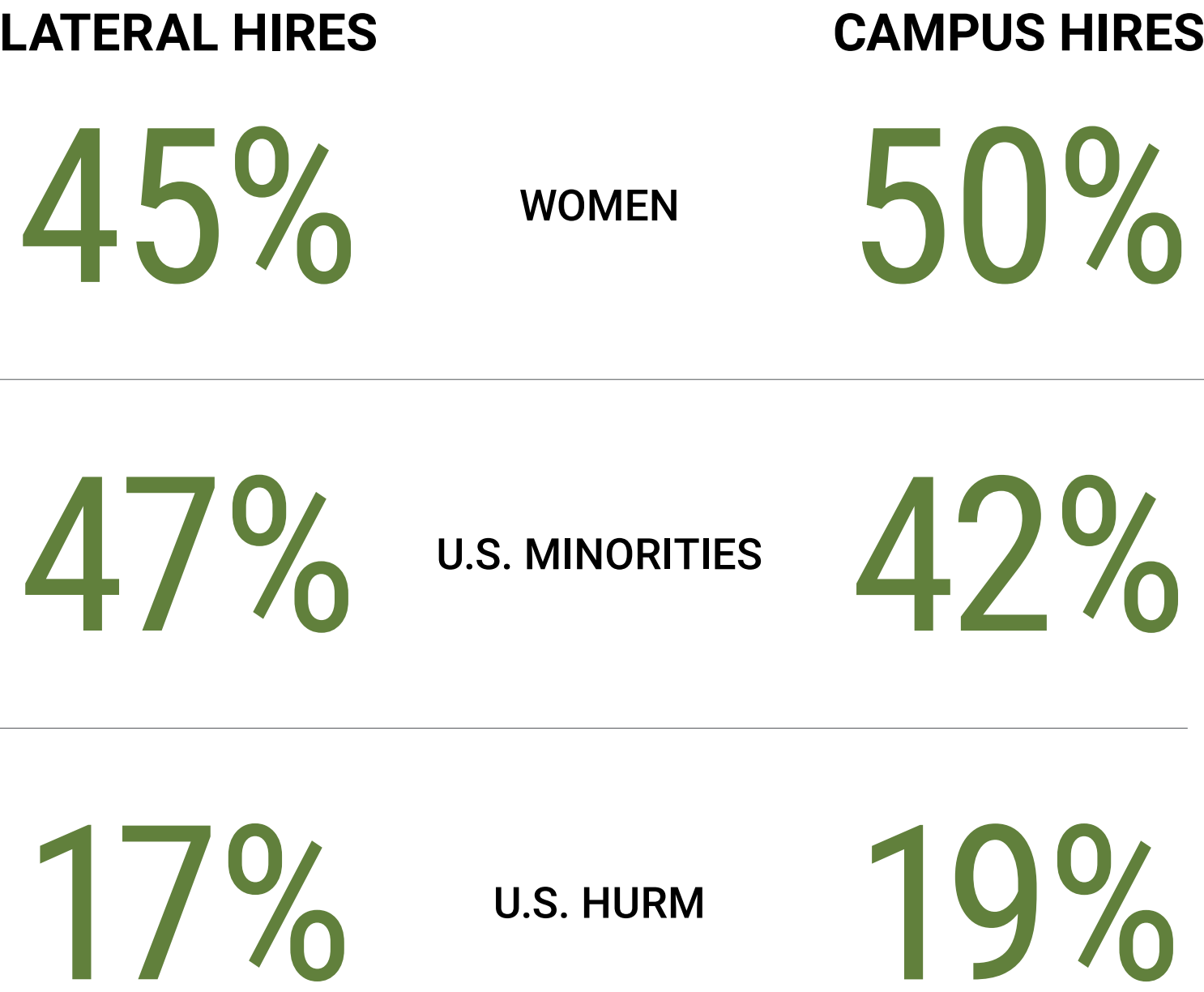
2 U.S. Minorities (African American or Black, Hispanic or Latino, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander, Asian, or Two or more races).

3 These numbers reflect our U.S. population only due to varying data collection considerations of this type of data in other regions.


4 U.S. Historically Underrepresented Minorities (African American or Black, Hispanic or Latino, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander).

Recruiting – Our Journey Is Enhanced with Diverse Perspectives

We know that PIMCO’s success is driven by our people. To attract top talent to join us in this journey, we have advanced our recruiting strategies and processes to build a workforce that reflects the diversity of our clients and communities.



Source: PIMCO, the underlying data is based on self-reported identification for gender and ethnicity, as of December 31, 2022; Excludes AAM and ARE employees.
US Minorities and HURM: These numbers reflect our U.S. population only due to varying data collection considerations of this type of data in other regions. U.S. Minorities (African American or Black, Hispanic or Latino, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander, Asian, or Two or more races). U.S. Historically Underrepresented Minorities (African American or Black, Hispanic or Latino, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander).



We are being intentional about outreach to help **build a diverse talent pipeline** early on and have expanded the schools we source from to cover X+ unique universities.


– Emeley Rodriguez, Campus Diversity Recruiter

HIRING WITH INCLUSIVITY

This year we have significantly invested in new tools, skills and partnerships to enhance our ability to increase our outreach and to continue to mitigate bias.

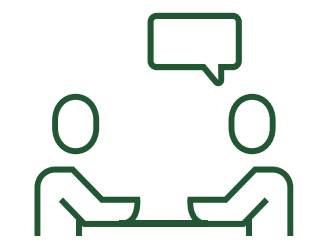
TOOLS

As we continue our Human Resources modernization journey, we have implemented **Workday Recruiting** as our new talent acquisition application integrated within Workday. This new application also includes a new video interviewing software. Over time, we will continue to evolve these tools to improve diversity data collection and to inform people decisions.




SKILLS

We designed and launched a **new organization-wide training module** to provide interviewers with the skills and knowledge to perform a structured interview using performance-based questions, help mitigate unconscious biases, and ensure consistency of experience for all our candidates. This course is focused on best practices for an interviewer to apply when assessing candidates, so PIMCO can ensure that the best and broadest range of talent is being hired, and optimal business outcomes are achieved.



PARTNERS

We partner with over 30 global diversity-focused recruiting organizations and job boards to find candidates and maximize our reach to underrepresented groups. One such partnership is **GAIN (Girls Are Investors)**, a UK charity set up by investment professionals to improve gender diversity in investment management by building a talent pipeline of entry-level female and non-binary candidates. In the U.S., our campus footprint includes Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and women’s colleges.

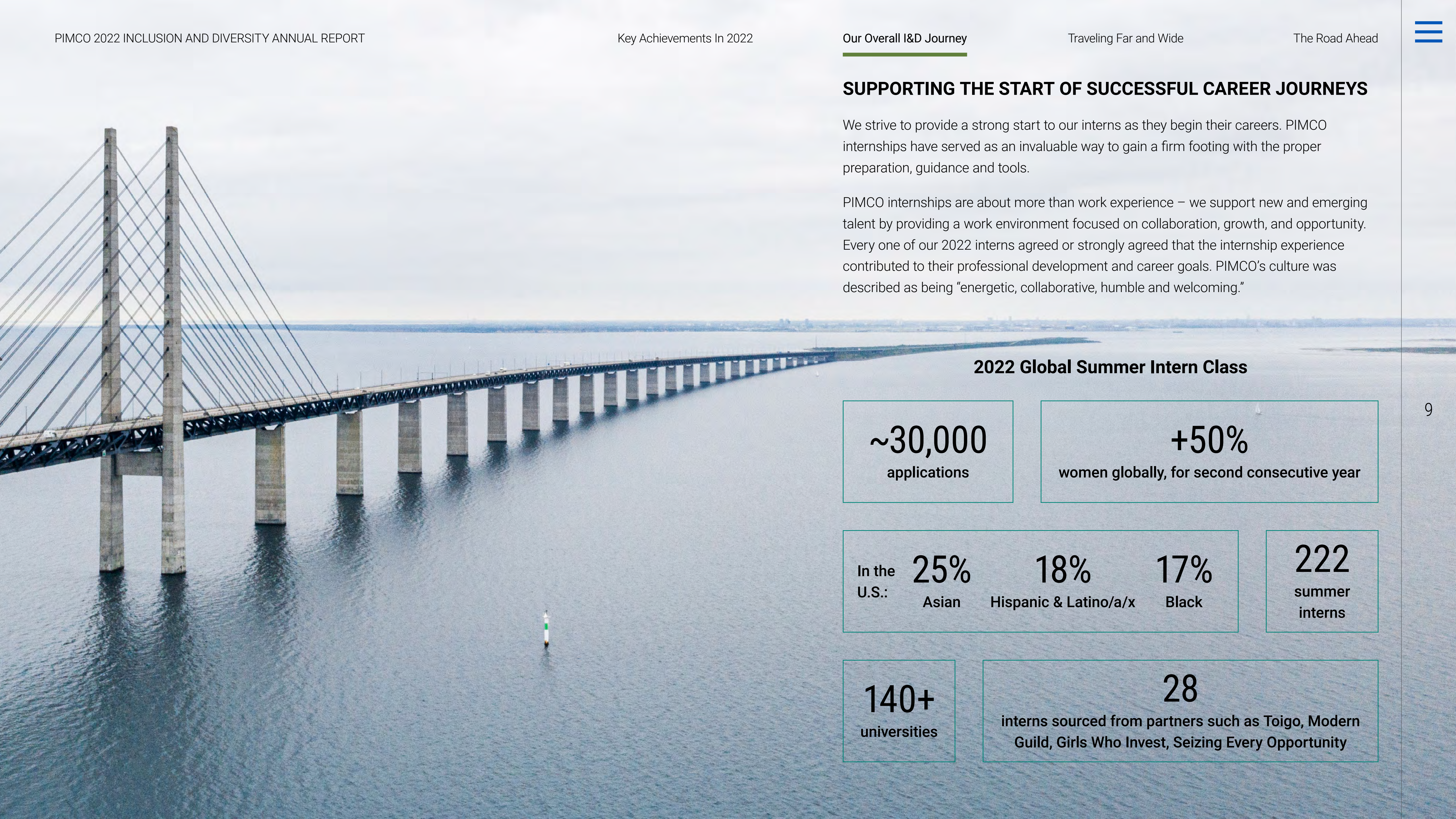


FOSTERING INDUSTRY TALENT

As a leader in fixed-income, PIMCO strives to empower the future of investing by building up the next generation of talent, full of bright and diverse minds who exemplify PIMCO’s CORE values of collaboration, openness, responsibility, and excellence



PLACEHOLDER FOR SCHOLARSHIP INFOGRAPHIC



SUPPORTING THE START OF SUCCESSFUL CAREER JOURNEYS

We strive to provide a strong start to our interns as they begin their careers. PIMCO internships have served as an invaluable way to gain a firm footing with the proper preparation, guidance and tools.

PIMCO internships are about more than work experience – we support new and emerging talent by providing a work environment focused on collaboration, growth, and opportunity. Every one of our 2022 interns agreed or strongly agreed that the internship experience contributed to their professional development and career goals. PIMCO’s culture was described as being “energetic, collaborative, humble and welcoming.”

2022 Global Summer Intern Class

~30,000
applications

+50%
women globally, for second consecutive year

In the U.S.:

25%
Asian

18%
Hispanic & Latino/a/x

17%
Black

222
summer
interns

140+
universities

28
interns sourced from partners such as Toigo, Modern Guild, Girls Who Invest, Seizing Every Opportunity

Develop and Advance – Expanding Horizons

Our Talent Development team supports colleagues as they join, perform, grow and lead at PIMCO. We are invested in providing our employees with inclusive and continuous learning journeys across various areas of expertise.

OUT OF 211 OFFICER LEVEL PROMOTIONS, THERE WERE:

32% Women globally	15 nationalities represented
40% U.S. Minorities	20 languages with proficiency
8% U.S. HURM	170 universities represented

Source: PIMCO, the underlying data is based on self-reported identification for gender and ethnicity, as of January 01, 2023; Excludes AAM and ARE employees.
US Minorities and HURM: These numbers reflect our U.S. population only due to varying data collection considerations of this type of data in other regions. U.S. Minorities (African American or Black, Hispanic or Latino, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander, Asian, or Two or more races). U.S. Historically Underrepresented Minorities (African American or Black, Hispanic or Latino, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander). Nationality only represents primary nationality reported. Universities represented include both undergraduate and post-graduate programs



PIMCO delivers **high impact programming** that develops inclusive employees, managers and leaders. With our growing size and increased geographic footprint, we leverage solutions that are flexible, scalable and accessible.

– Labhaoise Buckley, SVP, Talent Development

LEADERSHIP TRAINING

Inclusive leadership underpins our commitment to sustainable growth and high-performance culture.

- Our **Executive Vice President Leadership program** have supported **75 participants (31% women)**. The **1,500 hour structured program** engages participates in peer learning and helps them build and apply skills on-the-job, focusing on areas such as psychological safety, empowerment, and inclusive decision making.
- In 2022, we launched a new Managing Director Development Series that aims to provide support and high-quality insights to recently promoted managing directors on managing both business and people. **15 managing directors** spent **60 hours** on self-insights coaching, peer discussions, and workshops focused on areas such as managing transitions, divergent thinking, and creating conditions for success through psychological safety.

MANAGING DIRECTORS I&D ADVISORY COUNCIL LEADERSHIP TEACH-INS

200+
senior leaders
globally

20+
I&D
Teach-Ins

Our Inclusive Leadership Teach-Ins are interactive small group workshops that focus on effectively advancing our I&D alpha for our clients and colleagues, specifically through case-study-based discussions, practical applications and leadership commitments on incorporating inclusion in day-to-day leadership and team interactions.

PROGRAMS DESIGNED FOR UNDERREPRESENTED TALENT

We continue to invest in and provide ongoing leadership programs to support the ongoing development and advancement of underrepresented talent.

In 2022, we launched the [fourth] PIMCO Women Elevate program, a 6-month development program designed to enable and empower the next generation of women leaders to become more successful in their roles and advance their careers.

Our employee resource groups have also promoted various development sessions, such as a virtual executive coaching event on “How to Build Credibility, Influence and Followership” hosted by PIMCO Women.



The **APAC ELEVATE program** helped me advance my leadership skills through multiple training modules.

– Doris Li, Vice President, Head of Asia Investment



The **PIMCO Women ELEVATE program** provides a great platform to help build deep regional network of meaningful connections as well as nurture relationships with global leaders within the firm.

– Alec Kersman, Managing Director, Head Asia Pacific

MENTORSHIP

At PIMCO, mentorship occurs in a number of methods – from one on one in person sessions to group mentorship groups – and are tailored to the individual employee’s needs. In 2022, we have continued developing business specific mentorship programs such as the **Women in Tech Program**, and have also launched new programs such as the **Global Wealth Management Mentorship Program**.

WOMEN IN TECH PROGRAM

6 month long program designed to focus both on skill development and small group experience sharing and discussions

80%
growth in
participation
from 2021

13 mentors
58 mentees

GLOBAL WEALTH MANAGEMENT MENTORSHIP PROGRAM

Connecting junior employees who have been part of GWM for less than 24 months with senior leaders

250+
employees



PIMCO employees also participate as mentees in outside mentorship through our memberships with diversity focused partners and volunteer as mentors in programs such as the non-profit organizations American Corporate Partners (ACP) Mentor Program, dedicated to helping our veterans’ transition to the private sector.

Engage and Retain – An All Inclusive Itinerary

Creating a culture of connectivity and belonging, where all colleagues can thrive by feeling valued, respected and heard, is core to our mission and a critical part of our journey.

FOSTERING BELONGING AND CONNECTIVITY



Engagement Surveys

Taking the Pulse of our Workplace

In 2022 we launched the Inclusion Assessment – a detailed survey that provides an analytical baseline on the drivers of inclusion – and made further investments in employee experience tools to help provide ongoing data-driven insights. For instance, this year we onboarded Glint, a people experience platform built on a new approach that helps organizations increase employee engagement, develop their people, and improve business results.

Through Glint, we deployed the first of a series of internal **Employee Engagement Surveys** to more frequently evaluate employee engagement and better understand what drives our employee value proposition.

We established our first employee **I&D Ambassadors Board** this year to ensure that our I&D programs capture the perspectives and needs of all our employees. Our ambassadors represent diverse viewpoints across a number of aspects such as title, tenure, functions, regions, and identity dimensions.

This Board partners with the Managing Director I&D Advisory Council, and the I&D team to provide employee perspectives and help formulate our I&D strategies and programming.



I&D Ambassadors Board



FOSTERING INTERNAL CONVERSATION

In 2022 we launched new programs to ensure we are creating safe and engaging platforms through which employees have the opportunity to connect with one another and share their unique experiences and ideas. We have found these to be crucial in fostering empathy and belonging internally.

THE BONDS WE SHARE: A Roundtable Series



The “Bonds We Share” Roundtable Series are led by Managing Directors and aim to encourage intimate conversations about issues local to our colleague’s communities. We promoted 15+ roundtables in 2022 on topics such as Asian hate crimes and anti-semitism, mental health, and LGBTQ+ issues in New York, Newport Beach, Austin, Hong Kong, Singapore and Tokyo (250+ participants globally).



Our Employee Resource Groups have also led several roundtable series designed to build sense of community and facilitate open discussions about career development and how individual backgrounds and experiences shape career paths. Examples include PIMCO Multicultural Roundtables, ‘Candid conversations’ hosted by PIMCO Women, PIMCO Juntos ‘Café con Leche Series’ or the London based ‘Breakfast at Baker Street’ series.

BUILDING NEW BONDS: NEW HIRE CONVERSATIONS



We have also launched the ‘Building New Bonds: New Hire Conversations’ to provide newcomers with the opportunity to converse and make social connections with colleagues across departments, share experiences, and learn more about what PIMCO has to offer.

BUILDING A COMMUNITY OF BELONGING

PIMCO’s Employee Resource Groups play a crucial role in facilitating employee engagement and connecting colleagues around the organization who find community across shared experiences. Allyship is also embedded in the fabric of these inclusion networks through their membership.



PIMCO LEAP LAUNCH

In 2022, we launched a new employee resource group, PIMCO LEAP (Leading & Engaging as Asian Professionals). PIMCO LEAP is focused on three key areas:

- **Leadership Development:** Partner with HR to advance leadership development, skill building, mentoring, and sponsorship opportunities for API employees
- **Internal Engagement:** Celebrate the diversity of cultures encompassed by the API community, while partnering with other ERGs to support intersectionality and allyship
- **External Engagement:** Extend community-building beyond PIMCO by participating in local events and programs, and by engaging with external partners such as Ascend OC and Association of Asian American Investment Managers (AAAIM)

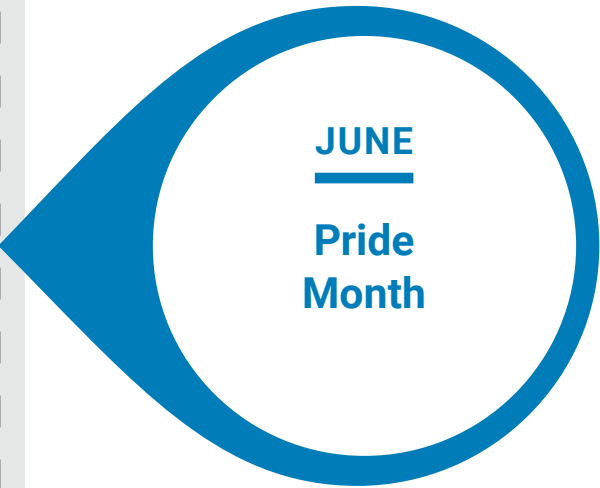


It has been so rewarding for the team and me to bring the API community together. While we have only just launched, I can already see **PIMCO LEAP’s** impact on the growth of our API talent and on the fostering of community within PIMCO.

– David Oh. Executive Vice President, Account Manager, Head of PIMCO Multicultural Steering Committee, Founder and Member of PIMCO LEAP

CELEBRATING OUR COMMUNITIES

PIMCO’s employee networks have led multiple campaigns, social gatherings and well attended speaking events. During the year we have celebrated various key dates and months to help raise awareness and bring a greater understanding to various communities.



INAUGURAL PIMCO WOMEN SUMMIT

In 2022 PIMCO Women promoted the first-ever **PIMCO Women Summit**. This internal, virtual event seeks to foster community and allyship, inspire conversation, and leave attendees with tangible learnings to use every day.



The PIMCO Women Summit was a great opportunity to hear from truly accomplished women and exceptional role models

– Mariko Boswell, Executive Vice President, Account Manager

NOVEMBER
Remembrance and Veterans Day

NOVEMBER
APAC
Pink Friday

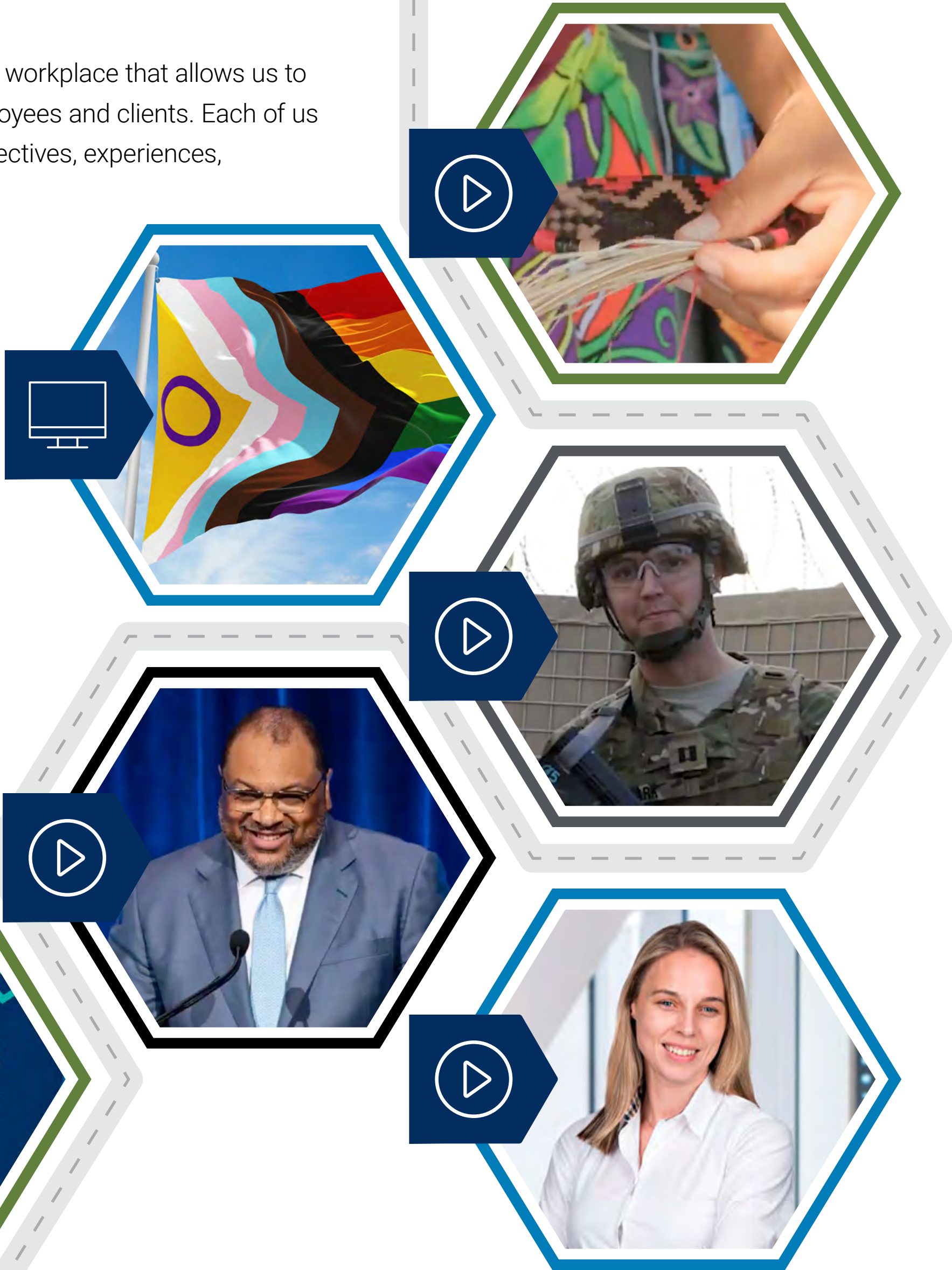
OCTOBER
National
Coming Out Day

SEPTEMBER
Hispanic
Heritage Month



CELEBRATING UNIQUE PERSPECTIVES AND EXPERIENCES

At PIMCO, we actively seek to provide a workplace that allows us to pursue the best outcomes for our employees and clients. Each of us has a unique and evolving set of perspectives, experiences, backgrounds and styles to contribute. Throughout the year we share personal reflections in an effort to foster empathy and awareness, and learn from each other. Colleagues across our various ERGs have published their unique perspectives and personal insights on a range of topics throughout the year, from career development to celebration of cultural events, to help foster and advance conversations on inclusion and diversity across the organization.



INTERSECTIONALITY

Our inclusion and diversity philosophy acknowledges a wide range of identity dimensions such as race, ethnicity, gender, sexual orientation, gender identity, disability and military status and also focuses on dimensions and concepts such as culture, business segments, geographical diversity cognitive diversity and inclusive leadership. As we reflect on the multiple facets of our identities and how they all intersect to shape our experiences of the word, we recognize that focusing on intersectionality is more important than ever. In 2022, PIMCO Pride hosted KR Liu, Head of Brand Accessibility at Google, and LGBTQ+, Gender Equality and Disability Inclusion activist. The conversation focused on the role we all have in reimagining representation beyond what we see in our daily lives, given not all identities and abilities are visible.

“

The diversity of our workforce extends beyond gender and ethnicity alone, and includes intersectional experiences too. Our goal is to promote a workforce that represents a broad range of perspectives and experiences , and delivers the best products and services for our clients.

– Kris Kraus Executive Vice President, Portfolio Manager

EMPLOYEE WELLBEING AND BENEFITS

PIMCO is committed to offering a comprehensive portfolio of employee benefits designed to support the health and wellbeing of our employees and their families. In 2022, we bolstered our efforts to include:

- Global expansion of the Grow Your Family program by tripling the financial support provided to ensure families have the best access to adoption, surrogacy and fertility services and treatments.
- New benefits, such as a global virtual care model with Maven to support women and families from preconception to parenting
- Doubling backup child care and elder care benefits coverage for employees in the US and UK.
- Providing Lyra mental and emotional support program to all PIMCO offices globally, doubling the number of company paid mental and emotional support sessions.

PIMCO Wellbeing around the world also held local events to promote and support employees:

- PIMCO EMEA colleagues participated in various sports activities, including running events in London, rugby in Dublin, and a Cross-Country skiing tour.
- In APAC, workshops were hosted during Mental Health Awareness Month. Australia held a session with an R U OK Day ambassador who shared his story and how we can help raise awareness around the importance of mental health.
- Take Our Kids to Work Day is a popular event focused on showing children their parents’ workplace, and giving them the time and space to bond over the experience. In 2022, our London office and some APAC offices partook in the tradition.



“

The diversity of our workforce

PLACEHOLDER FOR QUOTE

the best products and services for our clients.

– Craig Dawson, Managing Director and Head of Europe, Middle East and Africa

Traveling Far and Wide: Our Role in the Industry

PIMCO strives to champion inclusion and diversity, not only within our own firm, but throughout the investment management industry as well. We know our decades of fixed income leadership would not have been possible without a culture that embraces diverse points of view – and we are committed to helping build a better industry.

SUPPORTING FINANCIAL ADVISORS

As part of our commitment to support financial advisors with diverse backgrounds, PIMCO has established a new partnership with the Association of African American Financial Advisors (AAAA) and was a platinum sponsor of the 2021 V.I.S.I.O.N. Conference in Atlanta where 400+ Black financial professionals from across the country came together to share best practices, experiences, and ideas on how to advance careers, businesses, and networks.



PARTNERING ACROSS THE INDUSTRY

We partner with many important organizations to advance progress within our firm and across our industry.



“It was a pleasure to moderate one of the 100 Women in Finance webinars on how to navigate the current investment landscape, and hear about senior women in portfolio management about their careers

– Victoria Caro, Executive Vice President, Account Manager

We believe that an important part of being an industry leader is using our position to help advance for inclusion and diversity more broadly. In 2022, we hosted webinars, sponsored events and attended various inclusion and diversity conferences across the globe to collaborate and learn from experts across our industry. Examples include collaborating with 100 Women in Finance on their Powering Perspectives Series, sharing our insights during Ascend’s National Convention, and sponsoring the Toigo LA Gala. We also hosted our annual event with the Women’s Bond Club of New York (WBC), a panel with PIMCO leading women industry experts who shared key trends shaping the markets today and their own personal journeys in the industry.



GIRLS WHO INVEST

Girls Who Invest (GWI) is transforming the investment management industry by bringing more women into portfolio management and leadership positions. We partner with GWI as part of our ongoing investment in gender equality and the advancement of women in the industry.

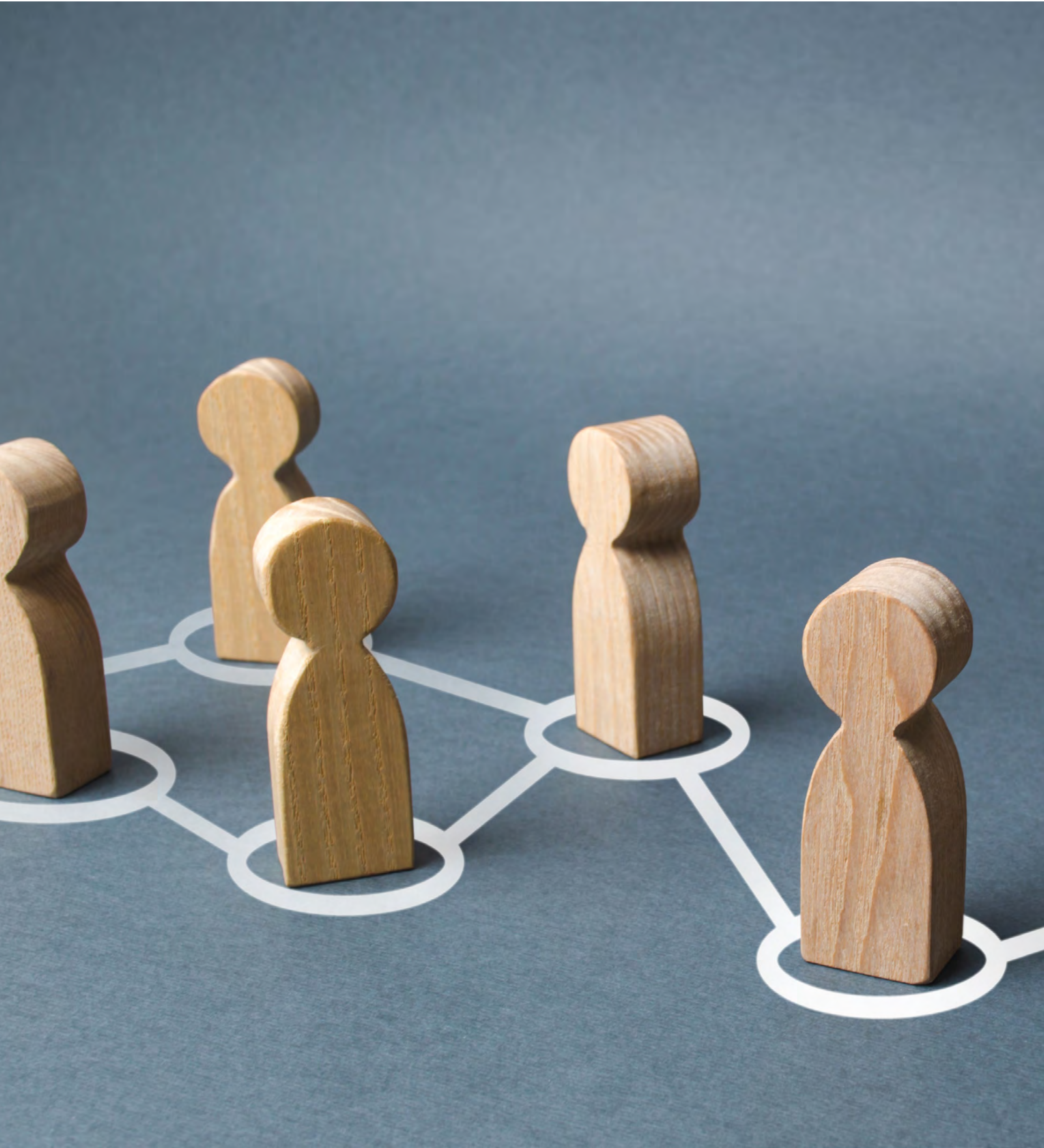
Board Membership:

Candice Stack, Managing Director and Head of Client Management Americas, and Erin Browne, Managing Director and Portfolio Manager, serve



on the GWI Board and GWI Advisory Board, respectively.

- Internships:** Every year PIMCO hosts GWI interns over the summer for a 6 week internship program in our Newport Beach, New York and London trade floors to gain experience through topical research projects, senior mentorship and exclusive engagements with PIMCO clients.
- Financial Support:** PIMCO is a benefactor and champion level sponsor of Girls Who Invest since 2018.
- Thought Leadership:** We have published various viewpoints in partnership with Girls Who Invest on ‘the Importance of Role Models and Internships’ and ‘what are future leaders looking for from our industry?’
- Speaking Engagements:** PIMCO investment professionals speak at Girls Who Invest’s Summer Intensive Programs.



ADVANCING I&D THROUGH RESEARCH

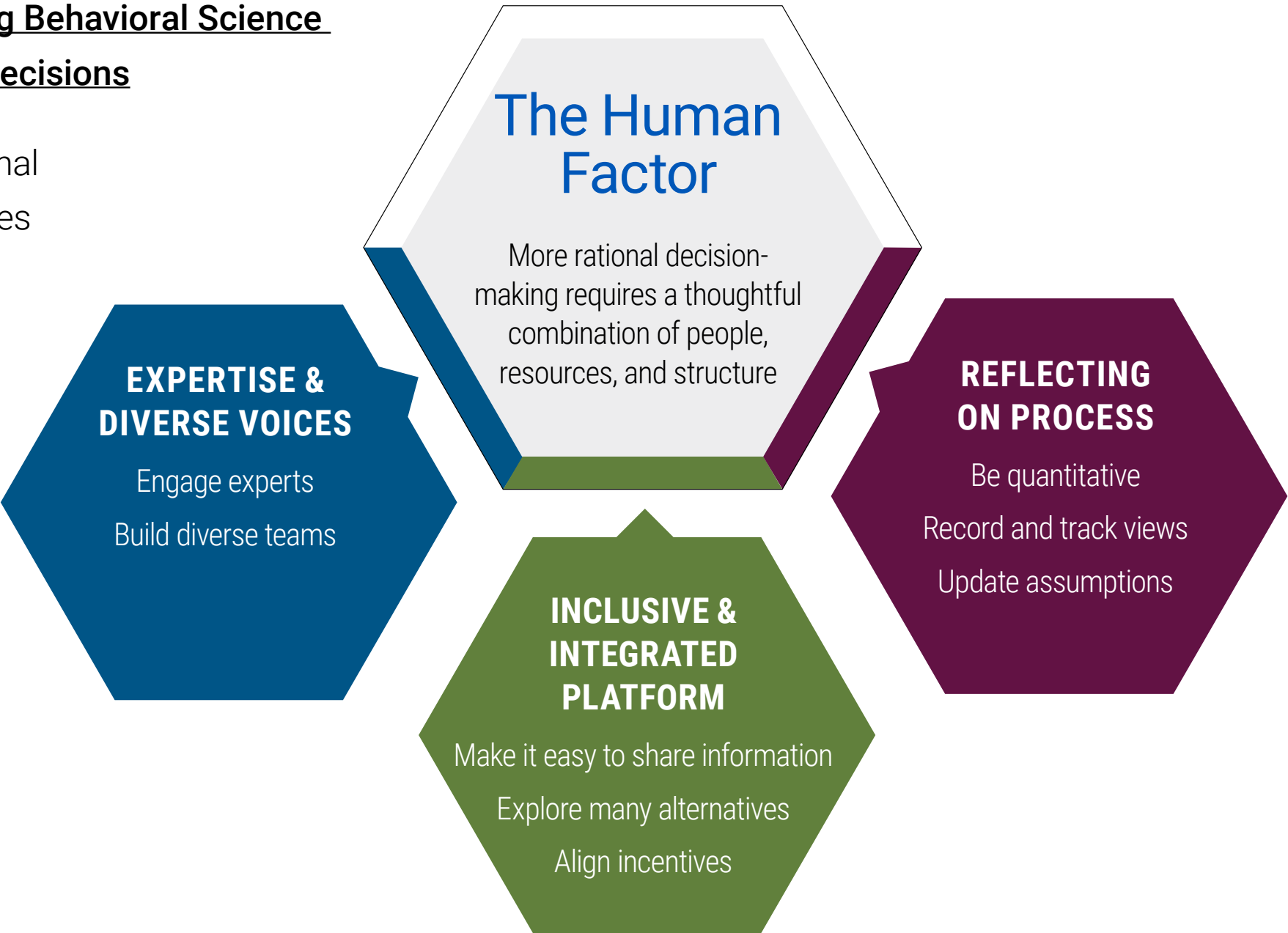
Inclusion and diversity has always been integral to our firm and embedded in our business strategy and core values. PIMCO’s investment process was designed to foster broad participation and encourage diverse perspectives and continues to serve as an example of how we integrate inclusion and diversity best practices into the way we work.

We strive to apply the same innovative research based approach to both further our internal Inclusion and Diversity strategies and also drive how we management investments and exemplify our fiduciary duty to our clients.

In 2022, we hired two dedicated behavioural scientists to our Portfolio Management group to further proper our efforts. Furthermore, we invested in and published research on incorporating inclusion and diversity and behavioral science practices into the investment process. Our latest research paper shares practices drawn from behaviour science that can be used in a variety of institutional scenarios, such as structuring investment committees to Key to the effort has been maximize the interchange of ideas, challenge assumptions, and reduce cognitive bias errors.

The Human Factor: Using Behavioral Science to Improve Investment Decisions

More optimized and rational decision-making processes can give investment committees an edge.



ENGAGING WITH OUR COMMUNITIES

As part of our ongoing commitment to I&D, we support and partner with high performing non-profit partners to provide critical on-the-ground services and expertise to drive meaningful impact in the communities where we work and live.



In 2022, PIMCO Foundations granted ~\$9,331,000 USD to address critical community needs.



In 2022, 2,330 global PIMCO colleagues donated ~15,550 hours to support underserved communities.



BLACK GIRL VENTURES

In 2022, PIMCO invested \$1 million to help create economic empowerment at the intersection of racial and gender equality and announced two new partnerships:



Black Girl Ventures helps fund and scale tech-enabled, revenue-generating businesses founded by people who identify as Black or Brown women.



FreeFrom is dedicated to dismantling the nexus between intimate partner violence and financial insecurity.



PIMCO has a longstanding commitment to our culture of giving back to our local and global communities. We partner with non-profit organizations to tackle the challenges facing underserved communities today

– Nate Brown, Senior Vice President, Director, PIMCO Foundation, Member of PIMCO Black

HONORED BY RECOGNITION

In 2022, we focused on building more awareness of our Inclusion and Diversity programs and progress. As a result, we were honored with several awards and recognitions that reflect both our continued commitment to I&D and contributions our employees have made to the industry.



PIMCO is honored to have earned 100% on the **Human Rights Campaign (HRC) Corporate Equality Index (CEI)**, a national benchmarking survey and report on corporate benefits, policies and practices pertinent to LGBTQ+ equality and inclusion in the workplace for the sixth year in a row (2017-2022).



LinkedIn's Top Companies in Financial Services named PIMCO as one of the 25 best companies to grow a career in the industry.



PIMCO received the **Social Equity and Community Empowerment Award** at the 3rd Annual DEI: Expanding Opportunity in Insurance Conference.



PIMCO was awarded the **Swiss LGBTI-Label**, a quality label for organizations based in Switzerland that work for the equality of LGBTI people within companies.

We are proud of the diversity of thought and backgrounds of PIMCO's talent and leaders, who are recognized both internally and externally. Non-exhaustive recent examples include:



Chloé Kelley, Executive Vice President, was named on the **Black Women in Asset Management (BWAM) 40 Under 40 List**

The BWAM 40 Under 40 List honors Black women who are shaping the future of the asset management industry. It recognizes inspiring and innovative professionals under the age of 40 who have shown leadership and demonstrated strong achievements in their careers.



The **European Women in Finance Awards (EWIF)** recognize the most talented and accomplished women across the capital markets business. In 2022, we saw three colleagues get recognized for their contributions. Geraldine Sundstrom, Managing Director, Head of Asset Allocation, was awarded the Lifetime Achievement Award, Tracey Jordal, Executive Vice President, Head of EMEA Operations & Trade Support, for the Excellence in Operations Award, and Alpita Maheshwari, Senior Vice President, Account Manager, for Rising Star.



The **2022 U.S. Women in Finance Awards** recognizes and celebrates the most talented and accomplished women across the capital markets business. This year's winners include PIMCO colleagues Cady Johnson, EVP, Regional Head, Divisional Sales Manager, and Kimberley Stafford, Managing Director.



PIMCO Economist Allison Boxer was named one of **25 Rising Stars on Wall Street by Business Insider**.

The Road Ahead: Message from the Advisory Council

MD INCLUSION AND DIVERSITY ADVISORY COUNCIL



The journey to a more inclusive workforce begins with a commitment to a clear vision and accountability. At PIMCO, we take this responsibility very seriously and are dedicated to continue to build a culture where each of us can thrive. This year we have worked as a Council to oversee the design and implementation of PIMCO’s I&D agenda, together with the Global Head of I&D, and significantly built our data capabilities.

With more than 3,000 talented colleagues across the world, we are moving forward together towards additional progress in increasing representation and in driving an inclusive culture that is central to how we serve clients, how we support and develop colleagues, and how we engage with the communities around us.

As we look to the future, we are focused on continuing to deliver programs that can help drive greater outcomes for PIMCO and our industry while creating meaningful and sustainable change in diversity

