

US

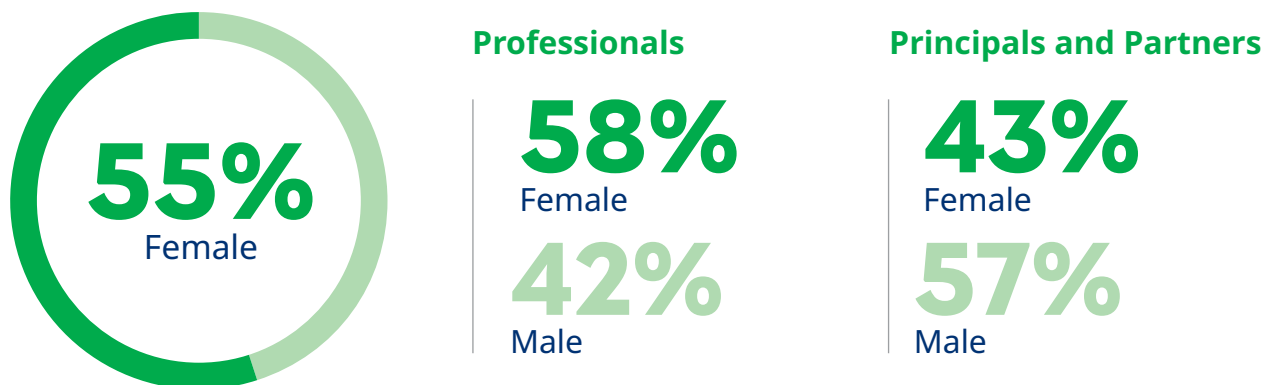
# inclusion & diversity

Building an inclusive culture and diverse workforce is a business imperative. **It starts with us.**

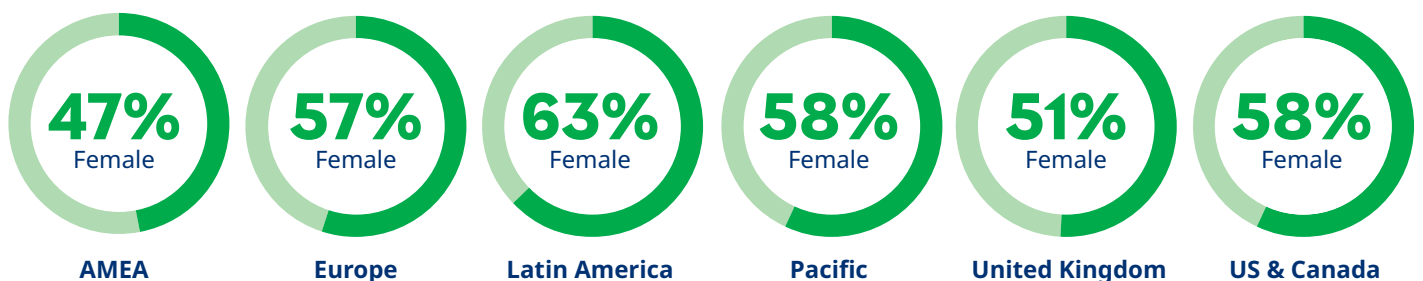
By respecting, valuing, and leveraging all aspects of diversity, we drive richer discussions, more innovative ideas, and bigger impact. When we bring our full capabilities to our clients they win — and so does everyone at Mercer.

We aspire to have a workforce that reflects the markets and communities where we work. We help develop leaders, managers, and colleagues to be visible allies and sponsors for diverse colleagues to ultimately create a workplace where everyone can thrive. Below is more specific information about the composition of our workforce.

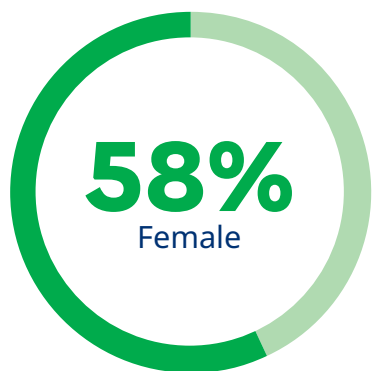
## Mercer Globally – 2020 Workforce Composition



## Regional Gender Representation



## Mercer US – 2020 Workforce Composition



### Professionals

**63%**

Female

**37%**

Male

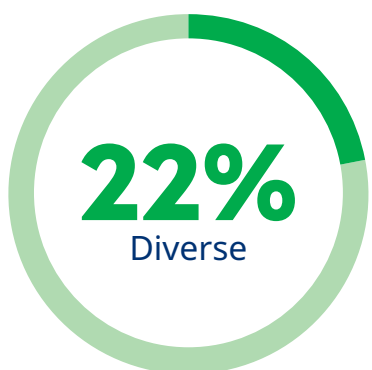
### Principals and Partners

**48%**

Female

**52%**

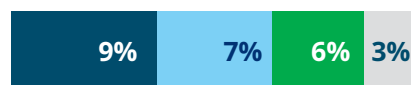
Male



### Professionals

**25%**

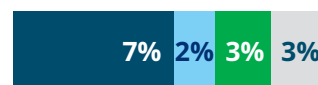
Diverse



### Principals and Partners

**15%**

Diverse



● Asian ● Black ● Hispanic/Latinx ● Other

# our commitment

## Action plan & measurable goals for leaders

Our Diversity Charter establishes organizational goals for listening, learning, and being an ally. Our senior leaders have measurable goals to progress our culture and the diversity of our workforce. In “Changing What’s Possible,” our [ESG report](#) provides more insight on how we’re leading the way. To understand more ways to build inclusive culture, we are asking colleagues to share other communities where their experience aligns, including LGBTQ+, veterans, and colleagues working with disability. We commit to a workplace where every colleague can feel comfortable bringing their whole self to work, feels they belong, and is able to contribute their best work — a place where everyone thrives.



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#### Notes:

1. All data is as of December 31, 2020. Data extracted from Marsh McLennan’s Human Capital Management system.
2. Diverse colleagues = people who self-identify as Asian, Black, Hispanic/Latinx, or Other Ethnicities which may include Native American/Alaska Native, and people who identify with two or more races or ethnicities.
3. Colleagues with unknown ethnicity are excluded from % representation figures.