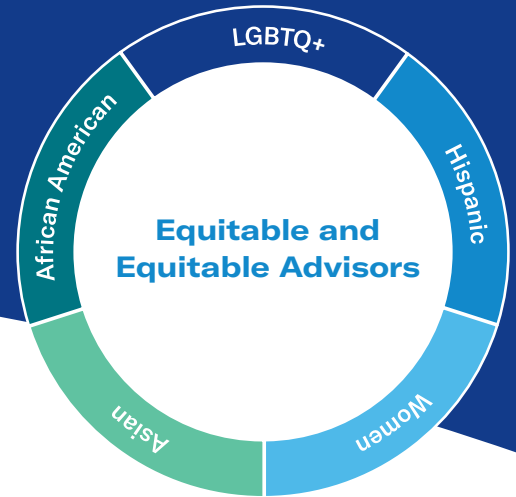




A culture of diversity and inclusion

Equitable Advisors benefits from being part of Equitable, and our culture is one of inclusion, continuous learning and professional excellence. Together, we guide clients forward and support them in making the choices that lead to a fulfilled life. Our commitment to diversity and inclusion has helped define the Equitable brand, and has made us one of the leaders in the financial services industry.



Our support of the African American, Asian, Hispanic, Women and LGBTQ+ communities resonates through our achievements and actions, such as:

2022

Equitable signed the Ascend 5-Point Action Agenda to promote inclusion, raise awareness, denounce bias, support communities and give donations. The effort brought to light underlying issues around race, discrimination and hate.¹

2021

Equitable Holdings Board of Directors Joan Lamm-Tennant is appointed independent chair of Equitable Holdings Board of Directors, the first woman chair in Equitable's history.

Equitable's CEO/President joined the CEO Commission for Disability Employment, which is designed to increase opportunities for people with disabilities to obtain and maintain employment.¹

2020

Equitable joined the Human Rights Campaign Business Coalition for the #EqualityAct in support of guaranteeing explicit, permanent protections for the LGBTQ+ people under our existing civil rights laws.

Equitable also announced the establishment of the CEO Taskforce to Advance Racial Equity.

2019

AXA Equitable signed the CEO Action Pledge, reinforcing our commitment to advancing diversity and inclusion in the workplace.

2016

Since 2016, We've (Equitable) been recognized by the Great Place to Work Institute.

2015

Since 2015, We've (Equitable) has been recognized as one of the "Best Places to Work" by the Disability Equality Index.

Equitable Advisors has a zero-tolerance policy for discrimination, harassment and retaliation.

Equitable Advisors invests in our team members by offering:

- **Annual Diversity Summit:** African American, Asian, Hispanic, Women and LGBTQ+ specific breakouts and sessions to promote inclusion across all diversity segments.
- **Annual Breakout Sessions at the National Leaders Forum (NLF), a recognition conference for top advisors:** Sharing best practices and networking opportunities.
- **Specific Field Advisory Councils for each diverse segment:** A peer-advisor community resource for all.
- **Online Equitable Advisors University:** Courses and resources dedicated to training financial professionals on strategies for each diverse community.
- **Work/life integration.**
- **Diverse work environment.**
- **We support the *I can be me* culture of inclusion and being an ally.**
- **The establishment of the CEO Taskforce to Advance Racial Equity focused on resources, agile problem-solving techniques and top executive ownership.**



Standing together

These diverse communities have made big strides in recent years, and we have been cheering every step of the way. Inclusion is how we do business, and we have stood with each of these communities represented in our employees, clients and families for generations. There is plenty of progress yet to be made and we want you to be part of it!

Empowering clients to live better lives is at the heart of what we do. That's why we want our workforce to be as diverse as the families we serve. To truly help members of each of these diverse communities live better lives, we need more than the world-class service and top-notch financial products we are known for. **We also need you!**

LGBTQ+

Human Rights Campaign Corporate Equality Index:

A perfect score of 100 every year since 2014.

NYC, Charlotte, Syracuse Pride: Sponsor of one of the world's largest Pride events since 2014.

Amicus Brief: Equitable joins Amicus Brief in 2019 to support LGBTQ+ employees.

Ally Program: A community of Equitable colleagues who advocate for and support the LGBTQ+ population.

National Gay and Lesbian Chamber of Commerce: A corporate sponsor of supplier diversity.

Equitable Pride: An employee resource group fostering diversity, appreciation and camaraderie.

2019: Launch of Equitable Pride Ally Program: Registered ally by signing digital pledge to support the community through specific actions and behaviors. Certified ally by

undertaking training to strengthen LGBTQ+ awareness, understanding and empathy.

2020: Business Coalition for the Equality Act: Equitable joined a group of leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ+ people as are provided to other protected groups.¹

2021: Business Statement on Anti-LGBTQ+ State Legislation: Equitable joined 100+ companies stating our clear opposition to the many anti-LGBTQ+ bills being introduced in state houses across the country specifically targeting transgender youth.¹

2022: Equitable joined more than 170 other companies in signing a letter to senators to pass the Respect for Marriage Act, which will ensure marriage equality for same-sex couples and interracial couples.¹

Hispanic

- 1988:** The first Hispanic woman is inducted into Equitable's Hall of Fame.²
- 2009:** The Office of Diversity and Inclusion launches the Hispanic Employee Resource Group, renamed the Hispanic Employee Resource Organization, or H.E.R.O.
- 2011:** First annual educational Hispanic Summit is held at

AXA Equitable headquarters.

2012: AXA Equitable is recognized as one of **Working Mother** magazine's "Best Companies for Multicultural Women."

2016: AXA Equitable celebrates its first year of engagement with the El Museo Del Barrio in NYC, which specializes in Latin American and Caribbean art.²

Women

- 1962:** The first woman is elected into the Hall of Fame.²
- 1972:** The first woman is elected to the Board of Directors.²
- 2000:** First woman elected National Chair of NAF (National Advisor Forum, created in May 1971).³
- 2003:** AXA Financial becomes the exclusive financial services provider for the National Association for Female Executives (NAFE).
- 2005:** The first woman receives the company's National Honor Associate Award.²
- 2010:** AXA Equitable's Office of Diversity and Inclusion

launches the first Employee Resource Group of women, known by the acronym W.O.W. — or Women's Outreach at Work.

2011: First annual educational Women's Summit is held.²

2012: AXA Equitable is recognized as one of **Working Mother** magazine's "Best Companies for Multicultural Women."

2021: Equitable Holdings Board of Directors elects the first woman appointed independent chair in Equitable's history.¹

2022: The first woman is appointed president of the Honor Guard (formerly known as Old Guard) leadership body. The Old Guard was started in 1905.

Asian

- 1980:** Equitable's Asian Agent Advisory Council is formed. Equitable's first Asian officer is housed at the corporate office.
- 1987:** The first Asian American woman is inducted into Equitable's Hall of Fame.²
- 2008:** AXA Equitable's Office of Diversity and Inclusion launches the first of its Employee Resource Groups, the Pan Asian Resource Council, or PARC.

2009: During the Hong Kong Dragon Boat Festival at Flushing Meadows in the Queens Borough of New York City, the Pan Asian Resource Council sponsors AXA Equitable's "AXAllent." The tradition continues at the Charlotte Dragon Boat Festival in North Carolina.

2011: First annual educational Asian Summit is held at AXA Equitable Headquarters.

2012: AXA Equitable is recognized as one of **Working Mother** magazine's "Best Companies for Multicultural Women."

African American

- 1946:** Equitable becomes a donor and patron of the United Negro College Fund (UNCF).
- 1958:** President James Oates introduces "A Code to Work By" to implement corporate policies against discrimination.
- 1964:** Equitable Chairman Oates and President Lyndon Johnson sign "Plans for Progress," endorsing antidiscrimination.
- 1973:** The Darwin Davis becomes Equitable's first award for "Black Young Agency Manager of the Year."
- 1989:** The first African American woman is inducted into

Equitable's Hall of Fame; the Oprah Winfrey TV show is broadcasted from the Equitable auditorium in New York.²

2010: A small group of African American advisors and managers get together at AXA Equitable headquarters in New York City to share best practices and sales ideas. This is the start of the annual African American Diversity Summit.

2012: AXA Equitable is recognized as one of **Working Mother** magazine's "Best Companies for Multicultural Women."

2020: First Black woman appointed as an Executive Vice President and Branch Manager.

Contact us today to talk more about your career with us.
Visit equitable.com/advisor-careers.

- 1 2022 ESG report.
- 2 Timeline Brochure.
- 3 Women's Field Advisory Council.

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