

PIMCO

2023 Inclusion and Diversity Annual Report





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A Message from Emmanuel Roman and Daniel Ivascyn

At PIMCO, we are driven by our core mission to deliver superior investment returns, solutions, and service to our clients. But our commitment goes beyond financial success. We believe in delivering a return on trust – going above and beyond to serve our clients’ best interests, guided not just by rules, but by responsibilities. It is this commitment that has led us to prioritize inclusion and diversity (I&D) as integral components of our organization.

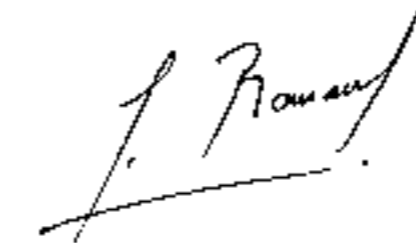
This third Inclusion and Diversity report represents our continued dedication to openness and the advancement of inclusion and diversity at PIMCO, and across our industry. We recognize that fostering an inclusive and diverse environment is not only the right thing to do, but it also strengthens our work, our culture, and who we are as a team.

We firmly believe that our leadership’s commitment to uphold and encourage diversity of thought is key to our success as an organization. To demonstrate this, we have made significant progress through our Managing Director I&D Advisory Council, working in partnership with the Executive Committee and the Global Head of I&D, to govern and advance PIMCO’s inclusion and diversity strategies.

In 2023, we have taken further steps to enhance our Employee Resource Group governance, elevating senior leadership accountability and empowering grassroots initiatives within our organization. We understand that diverse perspectives drive innovation and excellence, and we are committed to creating an environment where everyone feels valued, respected, and empowered to contribute their unique talents and perspectives.

We believe in transparency and accountability. We hope this report highlights our commitment and progress through our inclusion and diversity programs and achievements to our clients, employees, and all other stakeholders.

We are excited to continue our journey toward greater inclusion and diversity; this not only benefits our investment process and clients, but also our colleagues, candidates, and the broader industry. Together, we can create a more inclusive and diverse future for our industry.



Emmanuel Roman
Chief Executive Officer



Daniel Ivascyn
Chief Investment Officer



Reflection from Sabrin Chowdhury



At PIMCO, we understand that diversity alone is not enough; true progress lies in creating an environment that encourages diverse perspectives to thrive. By prioritizing strategies that provide equal opportunities for all employees, we can enhance collaboration, communication, engagement, and ultimately improve organizational performance and employee satisfaction. In the following report, you will find numerous examples of our inclusion and connectivity programs, including the impactful activities of our Employee Resource Groups.

In 2023, collaboration and partnerships have continued to play a significant role in driving change and creating inclusive workplaces. We have reinforced our partnerships with external organizations to gain insights, share best practices, and implement effective diversity and inclusion strategies. Through conferences, research, and other collaborative efforts, we aim to advance inclusion and diversity in our industry.

As we continue to navigate the ever-changing landscape, we remain focused on reinforcing our commitment to fostering an inclusive culture. In this report, we will delve into the four pillars that guide our I&D efforts at PIMCO: encouraging diverse perspectives, cultivating a pipeline of diverse talent, investing in connection, and driving impact in our communities. These pillars serve as the foundation for our strategic achievements, which we are proud to share with you.

I would like to take this opportunity to express my gratitude to all of our employees, partner organizations, the MD I&D Advisory Council, and countless other stakeholders for their leadership and contributions to our inclusion and diversity strategies. Together, we can continue to create an environment that celebrates and empowers diverse perspectives which creates the best results for our teams, our clients, and our communities.

Sabrin Chowdhury
Global Head of Inclusion and Diversity

Encourage Diverse Perspectives

Great ideas and innovative solutions emerge when teams look at opportunities from every angle. This has been the core of our approach for 50+ years.

Cultivate a Pipeline of Diverse Talent

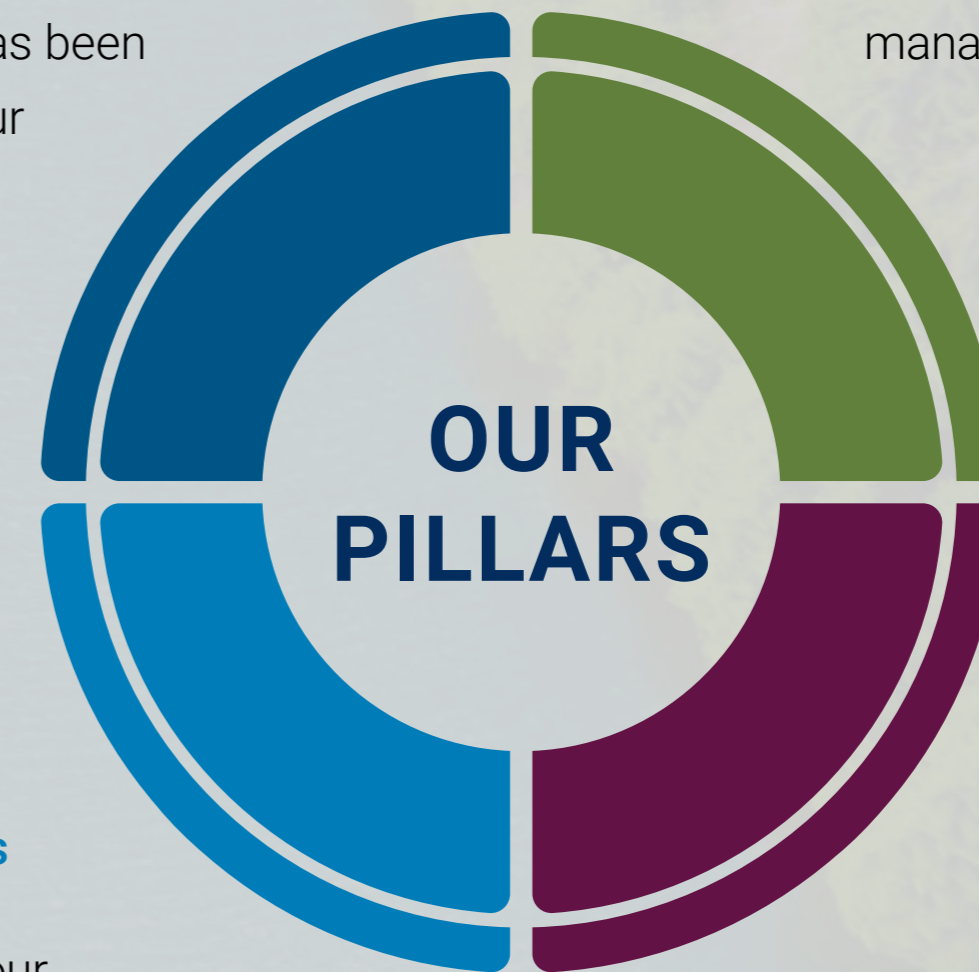
We're invested in cultivating the pipeline of diverse talent at PIMCO and within the asset management industry more broadly.

Drive Impact in Our Communities

By donating our resources, time and talents, we combat challenges facing the communities where we work, and beyond.

Invest in Connection

We invest in connection because we know that bringing together unique points of view results in better decisions, creative solutions and improved outcomes.





Key Achievements In 2023

ENCOURAGING DIVERSE PERSPECTIVES

120+
GLOBAL SENIOR LEADERS PARTICIPATED IN I&D TEACH-INS

15+
INTERNAL SPEAKER SERIES EVENTS ATTENDED BY OVER 2000 EMPLOYEES

CULTIVATING A PIPELINE OF DIVERSE TALENT

115+
COMPLETED "INTERVIEWING BEST PRACTICES" TRAINING

55.5k+
TOTAL INTERNSHIP APPLICATIONS

DRIVING IMPACT IN OUR COMMUNITIES

~2.5k
PIMCO COLLEAGUES VOLUNTEERED

14.5k+
HOURS IN OUR COMMUNITIES

~\$9.1m
DONATED TO MORE THAN 65 CHARITIES IN 41 COUNTRIES

INVESTING IN CONNECTION

150+ | **150+** | **1.4k+**
ROUNDTABLES | SOCIAL EVENTS IN 18 OFFICES | PARTICIPANTS IN PIMCO WOMEN SUMMIT

Our Overall I&D Journey

Recruiting, Developing, and Engaging Talent at PIMCO

We are committed to creating an environment where everyone, from any background, can do their best work. This commitment is focused on leveraging the richness of ideas, backgrounds, and perspectives to propel the quality of our work and make us a stronger organization.

This snapshot of our workforce includes information about the representation of different countries, genders, ethnicities, and other demographic groups at PIMCO. However, we understand that numbers alone cannot tell the full story and they do not capture the lived experiences of our employees. In the pages ahead, we share stories and insights that give a more holistic view of diversity and inclusion at PIMCO.

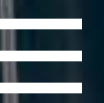
DIVERSITY AT PIMCO



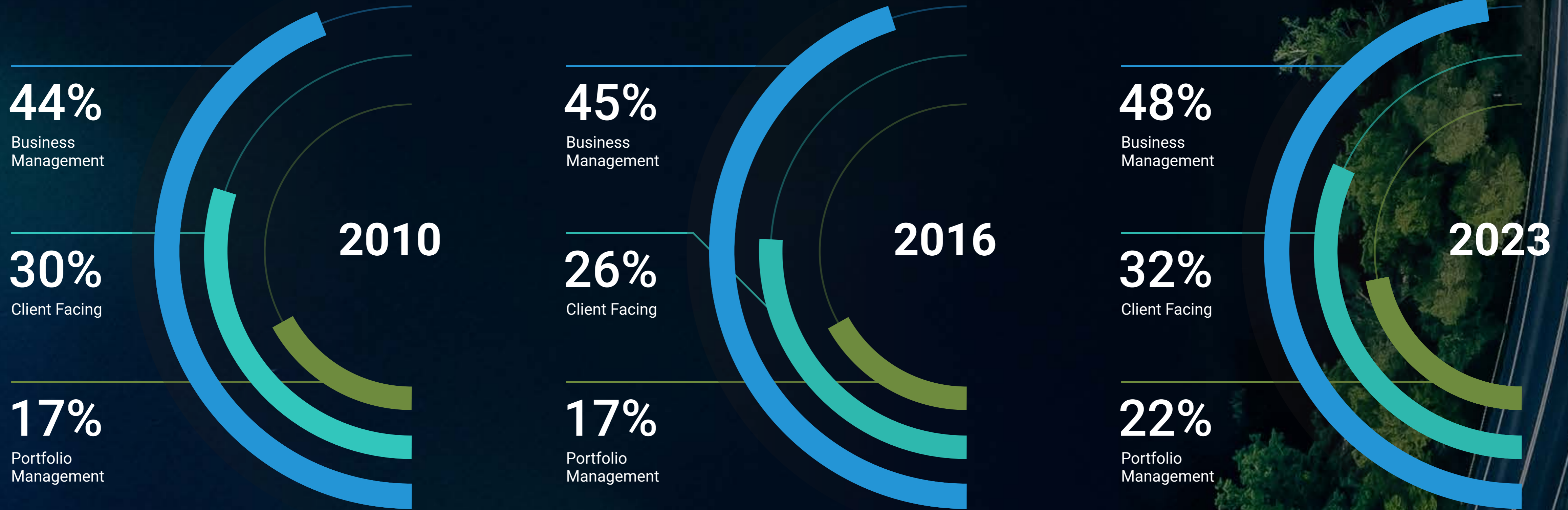
WOMEN AT PIMCO (% of women across regions at PIMCO)



Source: PIMCO, based on data as of December 31, 2023 gathered consistent with EEOC guidelines. Excludes AAM and PPRE employees. Senior Officers: Employees with officer titles of Senior Vice President and above. Data as of January 1, 2024 to reflect year end promotions.



WOMEN AT PIMCO (% of women across departments at PIMCO)

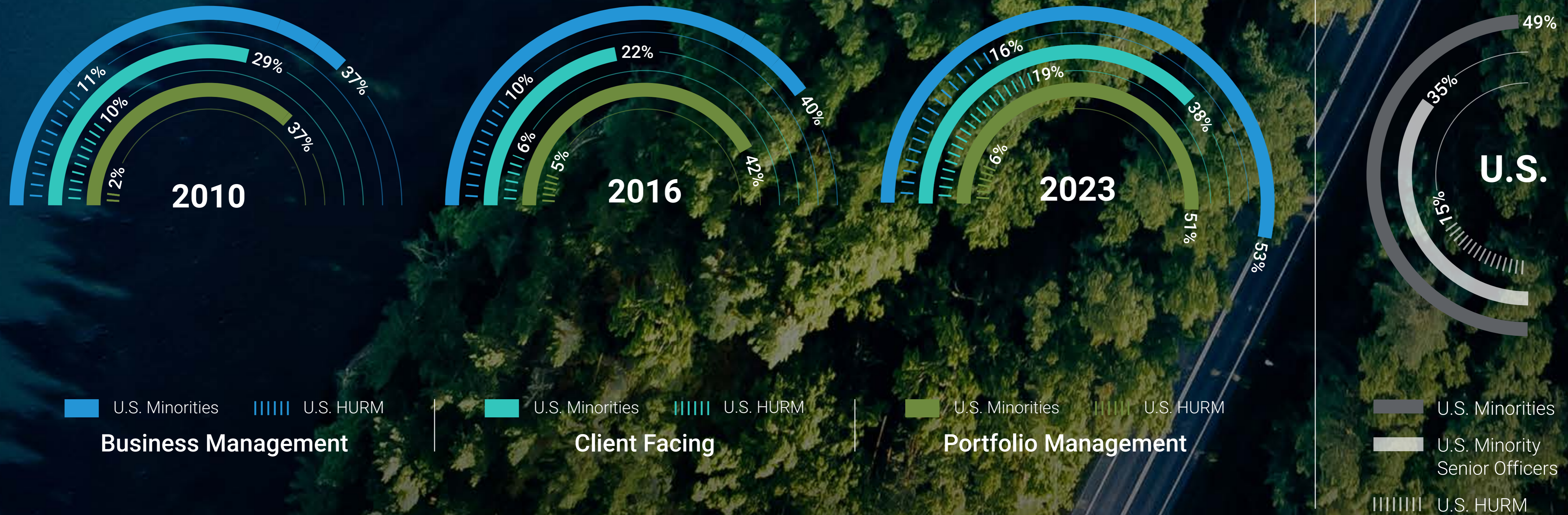


Source: PIMCO, based on data as of December 31, 2010, 2016 and 2023 gathered consistent with EEOC guidelines. Excludes AAM and PPRE employees. 2010 and 2016 data varies in scope of collection due to historical collection considerations.



U.S. MINORITIES AND HISTORICALLY UNDERREPRESENTED MINORITIES (HURM) AT PIMCO

(% minorities across departments at PIMCO)



Source: PIMCO, based on data as of December 31, 2010, 2016 and 2023 gathered consistent with EEOC guidelines. Excludes AAM and PPRE employees. 2010 and 2016 data varies in scope of collection due to historical collection considerations. 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 and Latino/a/x, 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 and Latino/a/x, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander.
 Senior Officers: Employees with officer titles of Senior Vice President and above. Data as of January 1 2011, 2017 and 2024 to reflect year end promotions.

Encouraging Diverse Perspectives – Expanding Our Horizons

Our unique investment process relies on diverse perspectives. We know that great ideas and innovative solutions for our clients emerge when teams approach problems and solutions from different lenses.



ADVANCING I&D IN OUR INVESTMENT PROCESS

Honed over five decades, our investment process has helped millions of investors manage risks and pursue returns over meaningful time periods. PIMCO’s process is more than any one person – it is a reflection of our best ideas from our global teams.

PIMCO has long believed that encouraging different points of view is critical to long-term success. One way we do this is by inviting external experts to share their insights and help us test our thinking. These experts include the members of our Global Advisory Board, as well as outside advisors and forum speakers.

We believe that performance starts with preparation. Using exhaustive research and analysis, we continuously evaluate the world’s changing risks and opportunities, with the aim of building forward-looking solutions to meet our clients’ evolving needs.



Roman Family Center
for Decision Research



Through our long-term, collaborative partnership with the Roman Family Center for Decision Research (CDR) at The University of Chicago Booth School of Business, we advanced the PIMCO Decision Research Laboratories and strengthened Mindworks, a behavioral science research and discovery center, in downtown Chicago – the first of its kind.

The PIMCO Decision Research Labs enable academics to conduct high-quality behavioral science experiments to better understand how people form judgments and make decisions.

PIMCO’s commitment to supporting high-quality, cutting edge research not only benefits the field of behavioral science, but also generates intellectual capital that can have positive outcomes in our industry, for our clients, and in our day-to-day lives.

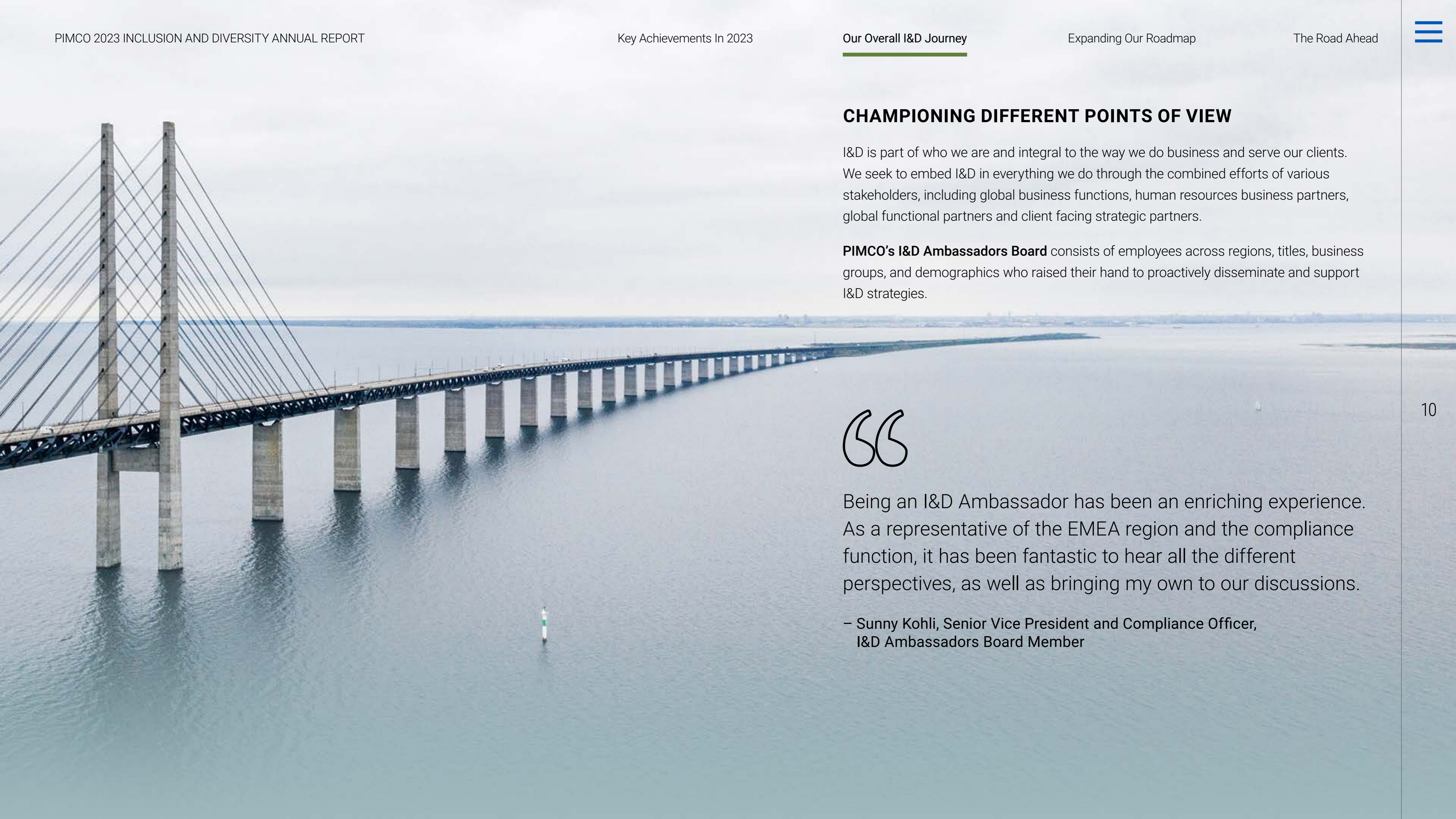
118
Studies run

12,217
Unique participants

32,350
Study sessions

90
CDR faculty & researchers served

Source: Data refers to Fiscal Year 2023 (July 1, 2022 through June 30, 2023). Roman Family Center for Decision Research, Annual Report, December 2023.



CHAMPIONING DIFFERENT POINTS OF VIEW

I&D is part of who we are and integral to the way we do business and serve our clients. We seek to embed I&D in everything we do through the combined efforts of various stakeholders, including global business functions, human resources business partners, global functional partners and client facing strategic partners.

PIMCO's I&D Ambassadors Board consists of employees across regions, titles, business groups, and demographics who raised their hand to proactively disseminate and support I&D strategies.



Being an I&D Ambassador has been an enriching experience. As a representative of the EMEA region and the compliance function, it has been fantastic to hear all the different perspectives, as well as bringing my own to our discussions.

– Sunny Kohli, Senior Vice President and Compliance Officer,
I&D Ambassadors Board Member



DRIVING INCLUSIVE LEADERSHIP

We understand that encouraging different points of view is critical to our success and that of our employees, which is why personal and professional development continues throughout career journeys at PIMCO. Inclusive leadership underpins our commitment to sustainable growth and a high-performance culture:

- Our **Executive Vice President (EVP) Leadership programs** have supported 200+ EVPs across 19 locations to develop leadership skills focused on psychological safety, empowerment, and inclusive decision making. The structured programs engage participants in peer learning, and help build and apply skills on the job. To date, 75% of current EVPs have completed the programs.
- In 2023, we launched the second **Managing Director Development Series**. This program provides recently promoted managing directors with support and high-quality insights on managing both the business and the people. Participants engage in self-insights coaching, peer discussions, and mentoring focused on managing transitions, divergent thinking, and creating conditions for success through psychological safety.
- Our **Managing Directors I&D Advisory Council Leadership Teach-Ins** are interactive small group workshops that focus on effectively advancing I&D with our clients and colleagues, and building inclusive leadership skills with our people leaders and managers. In 2023 we expanded this program to new businesses within PIMCO.
- We designed a **new manager toolkit** to provide new managers at PIMCO with the resources and guidance they need for effective leadership. The toolkit covers essential topics and equips new managers with the skills to lead diverse teams, foster an inclusive work environment, and drive impactful leadership through inclusive goal-setting, open-mindedness, and by providing development opportunities.
- In 2023, we launched the third **PIMCO Elevate** program in APAC, a six-month development program designed to enable and empower the next generation of women leaders to advance their careers.

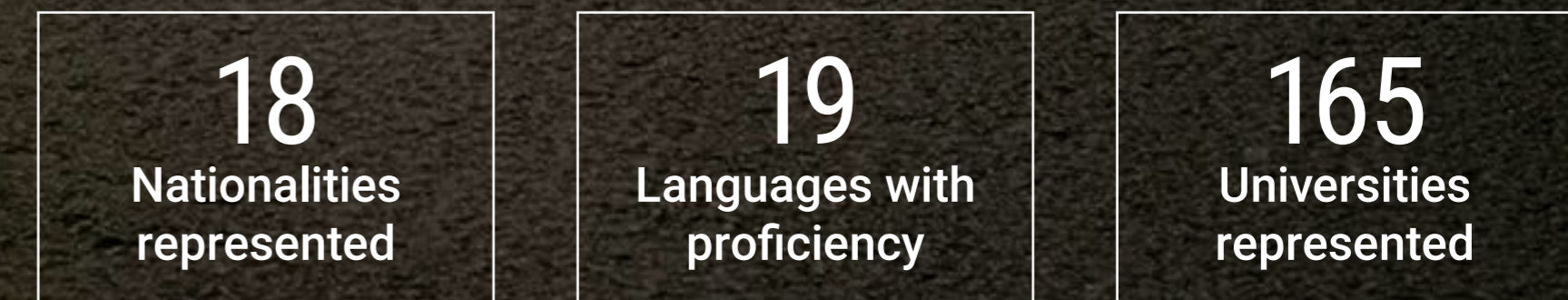
Source: PIMCO, based on data as of December 31, 2023.

INVESTING IN THE GROWTH OF TALENT

Inclusion and diversity at PIMCO extend beyond training programs and training, it permeates every facet of our talent development strategy.

We strive to create a workplace where all employees have equal opportunities for development and advancement, and plan to continue investing in and refining technology-enabled tools for our employees going forward. In 2023, we launched Perry, a chat bot that uses AI and a deep knowledge of PIMCO's performance expectations to support employees through performance and career conversations. By providing all employees with access to Perry, we aim to ensure that everyone has the support they need to navigate their careers at PIMCO effectively.

Annually, our firm-wide promotion criteria form the foundation of our process to support the transparent, consistent and objective evaluation of promotion candidates. Out of 166 officer level promotions in 2023, there were:



Source: PIMCO, based on data as of December 31, 2023. Nationality only represents primary nationality reported. Languages include speaking, reading, and/or writing proficiency at any reported level. Universities represented include both undergraduate and post-graduate programs

Cultivating a pipeline of diverse talent – Our Journey is Enhanced With Diverse Perspectives

UNLOCKING THE POWER OF DIVERSITY

This year, we continued to invest in new tools, skills, and partnerships to enhance our outreach and maintain bias mitigation in recruiting.

TOOLS

We continue to leverage technology to cultivate a diverse pipeline of talent. In 2023 we adopted HireVue, a video-interviewing platform, allowing us to engage a broader population in a meaningful way. We also launched Beamery, a candidate relationship management platform which supports our ability to remain connected with over 270,000 candidate profiles. We have marketed job opportunities on platforms including eFinancials and on our partners' job boards (e.g. LGBT Great and 100 Women in Finance). These platforms and systems support our continued focus on broadening our reach and ensuring a wide range of candidates have access to our opportunities.



SKILLS

We designed "Interviewing Best Practices" training to help interviewers develop the skills to conduct effective, structured, and compliant interviews, and also incorporate inclusion and diversity considerations into interviewing best practices.

115+
Interviewers completed training



PARTNERS

We partner with more than 10 recruiting organizations to attract top talent and raise awareness about the finance industry. In this way, students can see themselves represented in an historically less-accessible industry.

In 2023 we continued to increase our outreach by actively participating in industry initiatives such as Our for Undergrad (O4U), a conference series for high-potential LGBT+ undergraduate students, or EUROUT, Europe's leading LGBTQ+ business conference for graduate students and alumni from top business schools as well as professionals.

In collaboration with the Diversity Project in the UK, we have participated in the Skills Workshop. This is a program open to all and designed to increase social mobility by addressing the intersectionality between ethnicity, gender, social mobility and other dimensions of diversity.



SUPPORTING SUCCESSFUL CAREER JOURNEYS

At PIMCO, we are committed to providing our interns with a strong start as they embark on their professional journeys. Our internships are more than just work experience; they are a platform for new and emerging talent to grow and thrive in a collaborative and opportunity-rich environment.

In 2023, we continued to enhance our program by integrating our Employee Resource Groups (ERGs) into the experience. Our ERGs actively engaged with our interns through a variety of activities, including career development roundtables and social events.



The PIMCO Multicultural Trivia event not only provided a fun and engaging platform for interns to connect, but also served as an opportunity to learn. We take pride in creating a supportive and inspirational environments for our interns.

– Mirna Elaasar, Senior Associate, Internal Sales, PIMCO Multicultural Associate Chair

2023 Global Summer Intern Class



Source: PIMCO, based on data as of December 31, 2023.





Investing in Connection – an All-Inclusive Itinerary for Better Outcomes

ELEVATING CONNECTIVITY

Through our firm-wide employee engagement surveys, we have seen continued increases in both the sense of accomplishment employees get from their work, as well as the available opportunities for employees to connect with one another at PIMCO.

In an effort to continuously invest in these important employee engagement factors and broader productivity across the firm, PIMCO organized a number of roundtable sessions and events throughout the year.

150+
Roundtables

15+
Speaker Events

150+
Social and
Networking Events

Employee
Engagement
Resource Hub

In addition, we have developed an Employee Engagement Resource Hub of best practices that have been successfully implemented across PIMCO. This hub empowers employees to implement these practices in their own teams to enhance employee engagement.

Source: PIMCO, data as of December 31, 2023.

MENTORING RELATIONSHIPS

In 2023, we continued to develop business-specific mentorship programs to help foster greater connectivity across teams and empower colleagues to grow their careers. Examples include:

U.S. GLOBAL WEALTH MANAGEMENT MENTORSHIP PROGRAM

91 **91**
mentors mentees

LEGAL AND COMPLIANCE MENTORSHIP PROGRAM

33 **34**
mentors mentees

ADMIN MENTORSHIP PROGRAM

60 **58**
mentors mentees

Additionally, this year, we launched a Mentorship Infrastructure pilot focused on providing colleagues with the tools they need to proactively establish meaningful mentorship connections. ~50 mentees connected with their mentors on specific topics including 'Deep Expertise', 'PIMCO Culture and Collaboration' and 'People Management'.



By nurturing these connections, we're not only promoting individual growth, but also strengthening our organization. Our mentorship infrastructure is a testament to our belief in the value of every voice and perspective, contributing to our collective strength and culture of mutual respect.

– Julie Meggers, Managing Director, Head of Strategy & Corporate Sustainability

CULTIVATING BELONGING

Cultivating a sense of belonging lies at the heart of our inclusion and diversity efforts at PIMCO. Our Employee Resource Groups (ERGs) play a pivotal role in this endeavor, fostering a supportive and inclusive environment where every individual feels valued and connected. In 2023, we evolved our ERG governance and operating model for broader impact. By empowering our leaders, clarifying roles, and ensuring strategic alignment, we hope to create a stronger, more connected community that celebrates diversity and drives us forward.



ALLYSHIP AND INTERSECTIONALITY

As we reflect on the multiple facets of our identities and how they intersect to shape our experiences of the world, we recognize that understanding intersectional experiences is more important than ever. To that end, in 2023, we increased cross collaboration across ERGs, including PIMCO Pride and Veterans or PIMCO Black and Women partnering to host speaker events during the year.

Our second PIMCO Women Summit was a virtual event, attended by more than 1,400 colleagues of all genders. The Summit seeks to inspire conversation and disseminate tangible learnings, included a panel discussion on the topic of intersectionality. By exploring the interconnectedness of various dimensions of diversity, including race, gender, sexual orientation, and disability, we aimed to foster greater empathy, and awareness across different communities.

We believe that allyship plays a crucial role in creating an environment where everyone feels valued, respected, and empowered. In 2023, we implemented several initiatives throughout the year to promote awareness, understanding, and action. This included a dedicated session on Male Allyship during the PIMCO Women Summit.

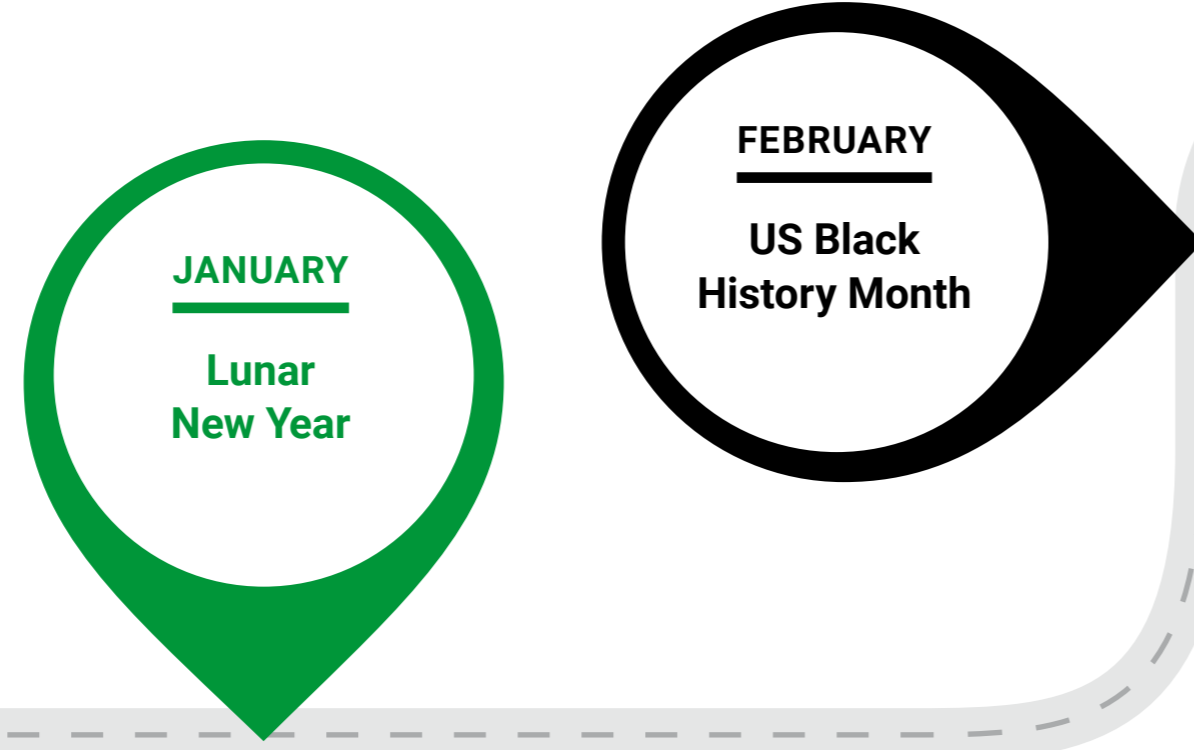


Allyship is about listening, learning, and leveraging our influence to support and advocate for colleagues from different backgrounds and identities. It's about recognizing our shared responsibility to foster an environment where everyone feels valued and heard.

– Michael Chandra, Managing Director and Account Manager, PIMCO Women Steering Committee Member

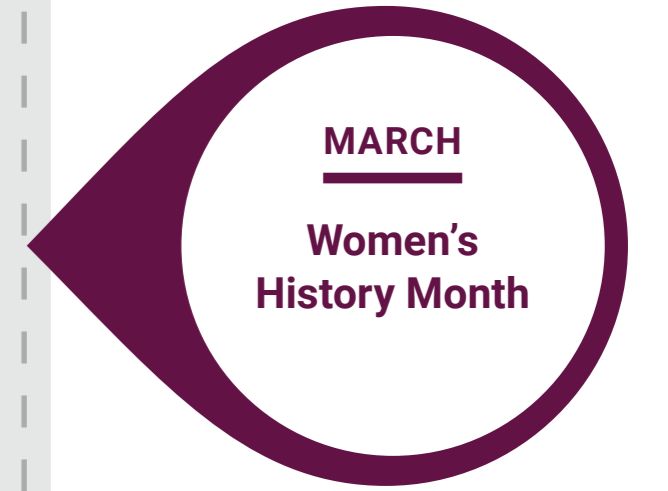
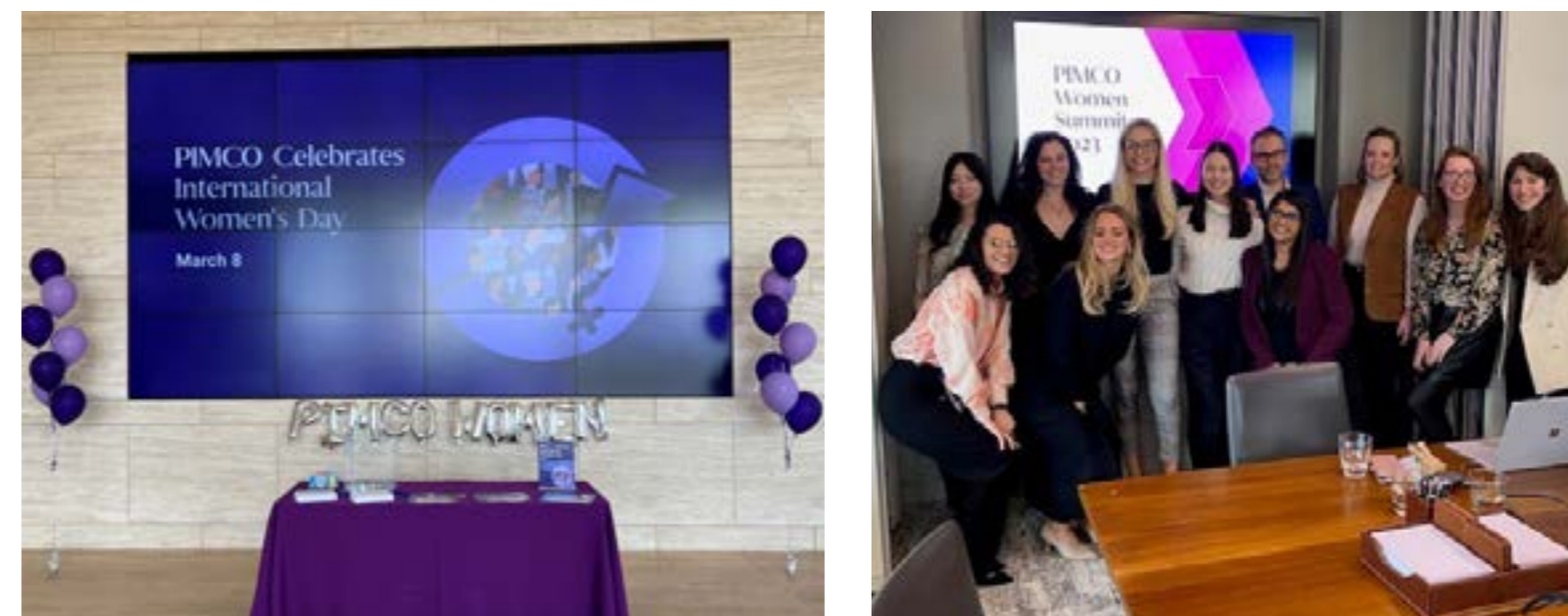
CELEBRATING OUR IDENTITIES

Throughout the year, we raised awareness and greater understanding of diverse communities by celebrating various heritage months. PIMCO's employee resource groups have led multiple campaigns, social gatherings and speaker events.



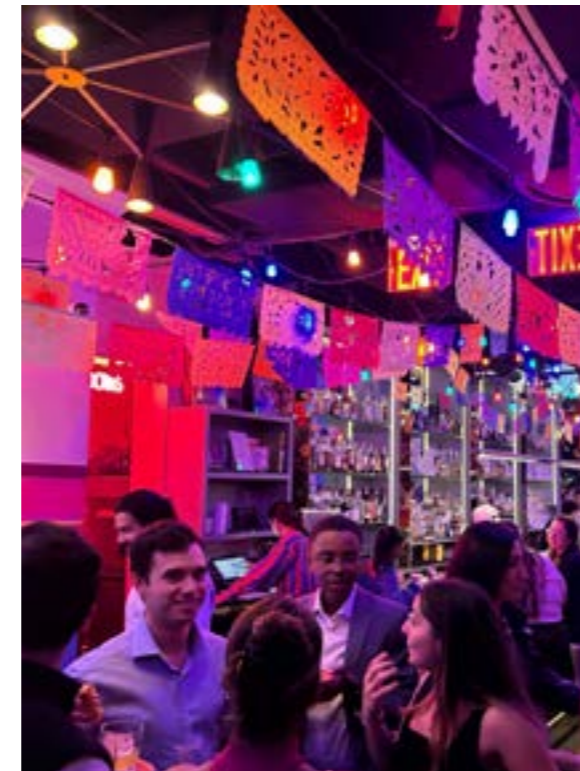
These gatherings are a vital part of building relationships, fostering understanding, and promoting inclusivity within our organization. I truly believe these events are a key ingredient in making PIMCO a great place to work for everyone.

– Luis Rodriguez, Executive Vice President, Account Manager, PIMCO Black and Juntos Steering Committee Member





SEPTEMBER
Hispanic
Heritage Month

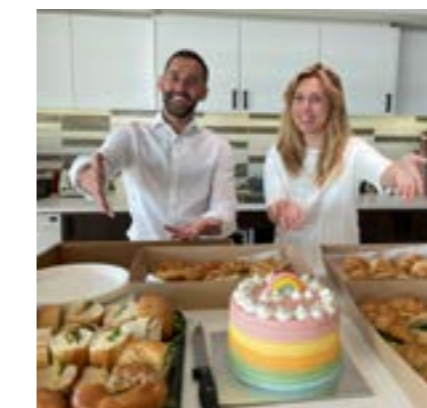


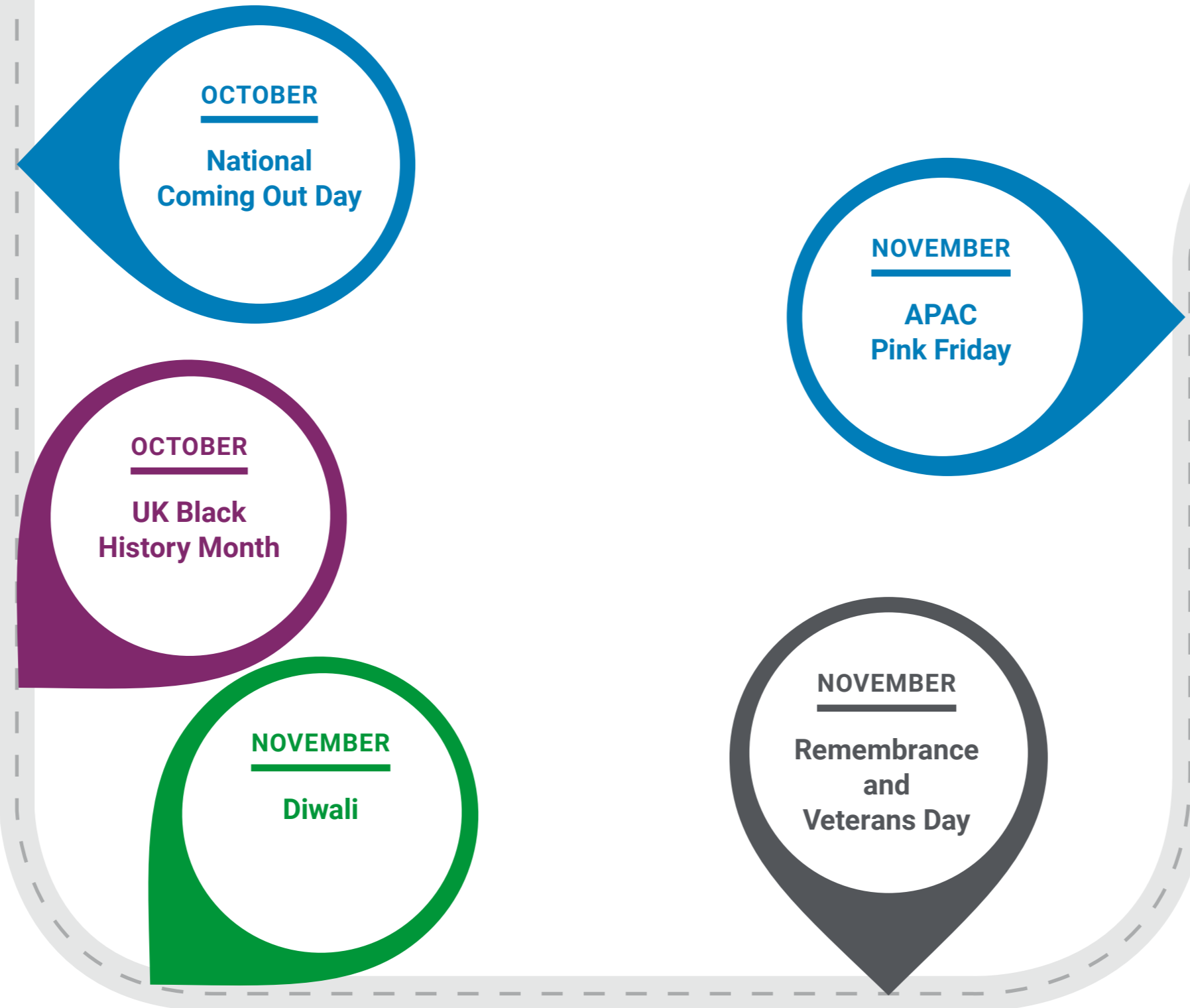
MAY
Asian American or
Pacific Islander
Heritage Month



JUNE
Pride
Month

**SEPTEMBER/
OCTOBER**
Mid-Autumn
Festival





Pink Friday at PIMCO’s APAC offices is more than just a day—it’s when we come together as a community to celebrate our differences and show our support for each other. The sea of pink is a powerful reminder that at PIMCO, everyone is valued, everyone is included, and everyone belongs.

– Teresa Shieh, Senior Administrative Assistant, PIMCO Pride APAC Steering Committee Member



PROMOTING EMPLOYEE WELLBEING

Around the world, we have focused on promoting employee wellbeing. PIMCO is committed to offering a comprehensive portfolio of employee benefits designed to support the health and wellbeing of our employees and their families. Examples of our offerings include the Grow Your Family program which provides financial support to ensure families have the best access to adoption, surrogacy, and fertility services and treatments, backup child care and elder care benefits coverage, and Lyra mental and emotional support program.

In the EMEA region, we have seen great enthusiasm for our run clubs and team sports events. These initiatives not only encourage physical health, but also foster a sense of camaraderie and team spirit among our employees.

In APAC, our 'Take Our Kids to Work Day' has been a resounding success. This event provides a unique opportunity for our employees to share their work environment with their children. These initiatives underscore our commitment to creating a supportive and inclusive environment that prioritizes the wellbeing of our employees.

In the Americas, PIMCO Families promoted a session on how helping children (and ourselves) with anxiety. The session assisted parents in identifying anxiety in their children, and provided the parents with the tools they need to manage it.



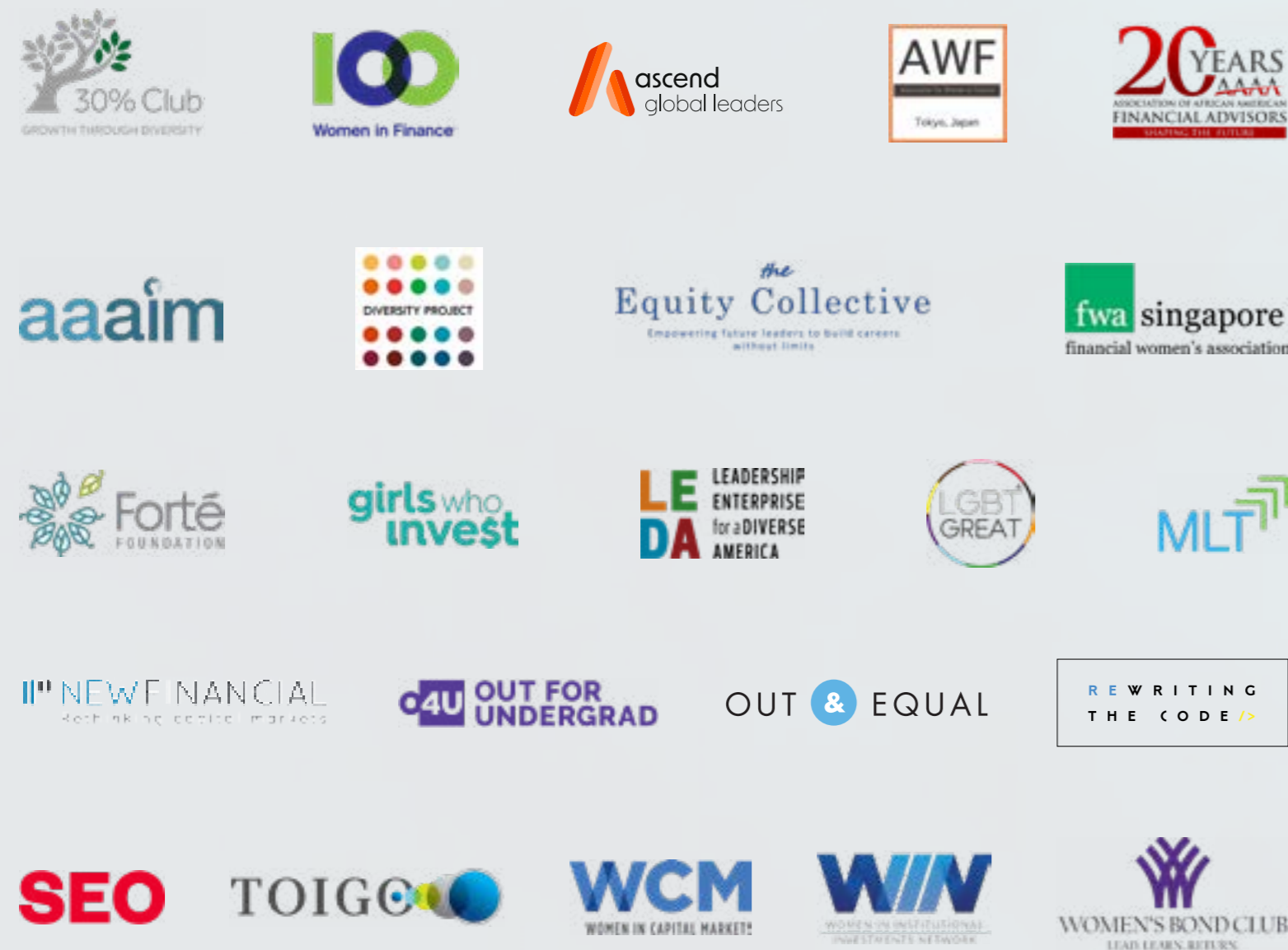
Expanding Our Roadmap

Driving Impact in our communities

We are dedicated to investing in inclusion and diversity at both PIMCO and across the investment management industry more broadly.

PARTNERING ACROSS THE INDUSTRY

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



45+ I&D EXTERNAL ENGAGEMENTS AND THOUGHT LEADERSHIP SESSIONS

In 2023, we hosted and sponsored a number of events; we also attended and spoke at inclusion and diversity conferences, including Ascend and TIDE Spark Conferences. We collaborated and learned from experts across the globe. In EMEA, Craig Dawson, Managing Director, Executive Committee Member, Head of Europe, Middle East and Africa shared his insights at Citi E on an Education panel entitled “Fostering Gender Equity in Education”. In APAC, Alec Kersman, Managing Director, Head of Asia Pacific participated in the APAC Financial Times Conference: “Future of Asset Management Asia”, to share his views on how to advance inclusion and diversity in the asset management industry in Asia.

We have also partnered with clients to discuss relevant topics with our employees. In Hong Kong, we partnered with HSBC and learned from one another about mental health.



By partnering with our clients, we are not only strengthening our individual organizations, but also setting a powerful example for the entire industry. Let’s continue to embrace our differences, celebrate our uniqueness, and work together to advance inclusion and diversity. Together, we are stronger and more innovative.”

– Naveen Gulati, Senior Vice President, Head of Hong Kong GWM, Hong Kong I&D Lead



“ PIMCO Women organized a series of Leaders of Influence events in the UK, specifically designed by women for women in financial services. These discussions served as an excellent platform for attendees to network and connect with like-minded professionals.

– Raquel Rodriguez, Executive Vice President, Account Manager, PIMCO Women EMEA Steering Committee Member

IN 2023, PIMCO WOMEN IN EMEA HOSTED SPECIAL LEADERS OF INFLUENCE EVENTS WITH:



Julia Gillard, former Prime Minister of Australia and Chair of the Global Institute for Women’s Leadership, discussed female leadership in the diverse worlds of politics, investment and business. She also discussed key themes impacting markets, including inflation, interest rates, commodities, and geopolitics.



Baroness Catherine Ashton of Upholland, the first EU Foreign Policy Chief, discussed a broad range of topics, from geopolitics to building a supportive network, and effective negotiation tactics.

WOMEN’S BOND CLUB



The Women’s Bond Club (WBC) focuses on advancing women in financial services and shaping the future of the industry. Founded in 1921 by Betty Cook, one of the earliest female bond traders on Wall Street, the WBC was the first organization in New York to support women in finance. Since its inception, WBC has remained true to

their original mission – to lead, learn and return. We partner with WBC as part of our ongoing investment in gender equality and the advancement of women in the industry:

- **Board Membership:** Lupin Rahman, Executive Vice President and Portfolio Manager, has been elected to the Women’s Bond Club Board of Directors, representing PIMCO in this strategic partnership to advance greater inclusion and gender equality in our industry.
- **Individual Memberships:** PIMCO colleagues participate in multiple programs that contribute to building bonds and receiving personal and career growth support.
- **Thought Leadership:** In 2023, we hosted an event on “Economic Outlook and Investment Implications” with a panel of PIMCO thought leaders to discuss the key macro trends they are seeing in the markets. We also had PIMCO experts sharing their perspectives in WBC events promoted in partnership with other industry firms; Libby Cantrill, PIMCO Head of US Public Policy, Managing Director, Portfolio Management Group, participated in a panel discussion on the “Impact of Geopolitical Landscape on Economic Flows.”



As a member of the Board of Directors of the Women’s Bond Club, I am committed to fostering an environment that empowers women in the financial services industry. I believe in the power of diversity and inclusion, and I am dedicated to shaping a future where women are not just participants, but leaders and innovators in the financial world.

– Lupin Rahman, Executive Vice President and Portfolio Manager

SUPPORTING FINANCIAL ADVISORS

As part of our commitment to support financial advisors with diverse backgrounds, we have partnered with The Harris Poll to better understand the career journeys of financial advisors. We focus on identifying both universal and unique challenges they encounter, as well as exploring the crucial role organizations play in enhancing employee retention and satisfaction.

Additionally, PIMCO has deepened its partnership with the Association of African American Financial Advisors (AAAA) by sponsoring and participating in the V.I.S.I.O.N. Summit and Conference in Washington D.C. and the V.I.S.I.O.N. Lite Conference in New York. We also hosted events and webinars to share best practices, experiences, and ideas on how to advance careers, businesses, and networks.



FOSTERING INDUSTRY TALENT

We are invested in building the next generation of diverse financial leaders. This year, the Future Leaders Scholarship awarded **73 scholarships**. In 2024, we will continue to invest in the next generation of talent by supporting students from underserved communities, who are interested in pursuing careers in Investment Management.



Participating as a speaker at events hosted by the Association of African American Financial Advisors has been a rewarding experience. It's an opportunity to support and uplift financial advisors from diverse backgrounds. This engagement has reinforced the importance of diversity in our industry. Together, we're fostering an inclusive environment where every voice matters and every perspective is valued.

– Teddy Moran, Senior Vice President and Account Manager

ENGAGING WITH OUR COMMUNITIES

PIMCO understands the opportunity and obligation to effect meaningful social change in our industry and broader communities – an effort too big for us to do alone. To amplify our impact, we proudly partner with distinguished organizations that share our goals. By donating our resources, time and talents, we work together to combat the challenges facing the communities where we work, and beyond.



In 2023, PIMCO Foundations donated ~\$ 9.1 million to more than 65 charities in 41 countries to address critical community needs.



In 2023, 2,475 PIMCO colleagues donated ~14,500 hours to support underserved communities.

Source: PIMCO, based on data as of December 31, 2023.



NOMI NETWORK

Nomi Network creates economic opportunities for survivors and women at risk of human trafficking. Their mission is to end human trafficking by creating pathways to safe employment, and empowering women and girls to break cycles of slavery in their families and communities.

Since 2018, PIMCO has partnered with Nomi Network. The Foundation's contribution helps support Nomi Network scale its programming across India and Cambodia, and most recently launch programs in Texas, USA. Over the years, PIMCO's support has enabled Nomi Network to reach nearly 70,000 people, trained over 9,700 women and girls to become advocates of gender equity, and helped more than 7,200 attain, retain, or improve employment.

PIMCO Gender Equality Partner Spotlight:



Creating opportunities for survivors and women at risk of human trafficking through economic empowerment

Advancing Gender Equality Globally



Source: NOMI Network, based on data as of December 31, 2023

HONORED BY RECOGNITION

In 2023 we were honored with several awards and recognitions that reflect our continued commitment to I&D and the contributions our leaders have made to the industry.

PIMCO achieved the prestigious **Gold Standard** by the **LGBT Great Inclusion Index Benchmarking Tracker (iiBT)**. The iiBT is designed for financial services organizations to evaluate their progress in promoting LGBTQ+ diversity and inclusion.



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 diverse backgrounds of PIMCO's talent and leaders who are recognized both internally and externally. Non-exhaustive recent examples include:



PIMCO won the **Collaborative Leadership Award**, a recognition as a leader in the **Equity Collective** initiative which is a diversity-driven collaboration between 27 Wealth and Asset Management Firms, led by Morgan Stanley.



We're proud to have been awarded the recognition of **Equality 100**, the highest possible score on the **Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index**, the U.S.A.'s foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.



Annisa Lee, Executive Vice President, Head of Credit Research APAC, and **Serina Lim**, Executive Vice President, Head APAC Human Resources and Global Benefits, were awarded for **Excellence in Asset Management** and **Excellence in HR and Talent Management** respectively, at the **Women in Finance Awards Asia (WIFAA)**.



At the 2023 U.S. **Women in Finance Awards**, **Sabrin Chowdhury**, Executive Vice President and Global Head of Inclusion and Diversity won the **Excellence in Inclusion and Diversity Award**, **Renee Tierney**, Executive Vice President and Deputy Chief Compliance Officer, took home the **Excellence in Compliance Award**, and **Prerna Gupta**, Senior Vice President and Fixed Income Strategist, and **Mandi Cogsdill**, Senior Vice President and Senior Finance Manager, both received the **Rising Star Award**.



Erin Browne, Managing Director and Portfolio Manager was honored as **Pensions & Investments' Influential Women in Institutional Investing for 2023**.



Mangala Ananthanarayanan, Managing Director and Head of Business Management for EMEA and APAC, **Eleni Sifakis**, Executive Vice President and Head of France & Eastern Mediterranean, and **Tania Bachmann**, Vice President and Equity Research Analyst, received the **Trailblazer, Individual Achievement and Rising Star Awards at the European Women in Finance Awards (EWIFA)**.



Ryan Blute, Managing Director and Head of Global Wealth Management in EMEA, received the **Top 50 Executive Ally award** from LGBT Great.



Graham Birkbeck, Senior Vice President and Senior HR Generalist, was recognized as a 2023 **Top 50 LGBTQ+ Gamechanger** in the Financial Services industry by LGBT Great.



Yishim Oh, Vice President, Digital Product Manager, was PIMCO's recipient of the **Women's Bond Club Rising Star Award** for 2023.



The Road Ahead: Message from the Advisory Council

As we reflect on our journey towards a more inclusive and diverse environment, we are proud of the progress we have made in 2023. Our commitment to I&D remains unwavering, and we continue to hold ourselves accountable for fostering a culture where every individual can thrive. This year, in partnership with our I&D team and senior leaders, we have made significant progress in implementing our strategic priorities, from encouraging diverse perspectives to facilitating increased connections. We have also strengthened our data collection and analysis capabilities, enabling us to make more informed and impactful programs.

We are excited to share that in 2024, we will be welcoming new members to the Managing Director I&D Advisory Council. Their fresh perspectives and insights will be invaluable as we continue to evolve our I&D programs and strategies.

With over 3,000 talented colleagues worldwide, we are collectively driving an inclusive culture that is central to how we serve our clients, support our colleagues, and engage with our communities.

As we look ahead, we remain focused on driving greater inclusion and diversity outcomes for our organization and the industry at large.

We are grateful for your continued support and look forward to making even greater strides in 2024.

MANAGING DIRECTOR I&D ADVISORY COUNCIL



Mangala Ananthanarayanan,
Managing Director, Head of Business Management for EMEA & APAC, Executive Committee Member, PIMCO Multicultural EMEA Executive Sponsor



Caleb Pitters,
Managing Director, Head of U.S. Nonprofit & Private Family Capital, PIMCO Black and Juntos Steering Committee Member



Daniel Hyman,
Managing Director, Portfolio Manager, PIMCO Families Executive Sponsor



Stephen Chang,
Managing Director, Portfolio Manager, PIMCO Multicultural APAC Executive Sponsor



Cathleen Stahl,
Managing Director, Global Head of Marketing



Patrick Feigley,
Managing Director, Head U.S. GWM Sales

Pensions & Investments Influential Women in Institutional Investing nominations are judged by the Advisory Board. **Women in Finance** nominees are put forth by readers of MarketsMedia.com and TradersMagazine.com, and winners are determined by editorial staff and WIF Advisory Board.

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