

# 2023 Firm Stakeholder Metrics

CLIENT PORTFOLIO METRICS	2019	2020	2021	2022	2023
Teams with access to environmental, social and governance (ESG) research	100%	100%	100%	100%	100%
Shareholder meetings voted (#/%)	4,738/100%	4,774/100%	4,645/99%	4,900/98%	5,247/99%
<b>Total number of engagement meetings with corporate management teams</b>					
Number of equity engagements held	1,173	2,213	3,162	3,439	3,256
Number of credit engagements held	901	1,453	1,463	1,254	1,402
% AUM engaged (public equity)	N/A	71%	78%	85%	86.39%
Percentage of UCITS and mutual funds with 3+ Globes on Morningstar Sustainability Ratings	73%	68%	76%	83%	79%
Number of adverse final judgments in legal proceedings relating to marketing communications of investment products	0	0	0	0	0
COMMUNITY METRICS	2019	2020	2021	2022	2023
Corporate charitable giving (foundation, gift matching, disaster relief)	\$2.9m	\$2.8m	\$2.4m	\$3m	\$3.1m
<b>Firm-sponsored volunteerism</b>					
Employee volunteer hours	5,759	323	750	4,000	5,142
Employee volunteer participation (#) (not unique)	1,833	147	300	1,324	1,858
Unique volunteer participation	58%	6%	13%	40%	47%
Firm and regional headquarter locations participating in volunteerism	100%	100%	75%	75%	100%
Number of projects	147	26	35	112	143
<b>Beneficiaries</b>					
Organizations reached through giving	614	780	575	744	809
Organizations reached through volunteerism	115	21	30	97	110
Number of children/youth/students impacted through giving and volunteerism	1,176,025	563,499	675,000	985,000	985,000

<b>EMPLOYEE METRICS</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Global</b>					
Total employees, full-time	2,178	2,305	2,411	2,657	2798
Total employees, part-time	43	40	32	35	28
Senior investment professional retention rate (MD/SVP)	95%	97%	98%	97%	97%
Employees with access to benefits (full-time)	100%	100%	100%	100%	100%
Percentage of firm owned by employees <sup>1</sup>	100%	100%	100%	100%	100%
Employees with firm ownership (#/%)	~500/~24%	~550/~23%	~575/~24%	~650/~24%	~670/~24%
Portfolio Managers whose compensation is tied to multi-year performance	100%	100%	100%	100%	100%
Employees with access to skills-based training	100%	100%	100%	100%	100%
Employees with access to promotion opportunities	100%	100%	100%	100%	100%
Employees with access to educational assistance	100%	100%	100%	100%	100%
<b>Staff diversity (women %)</b>					
Total staff	37%	37%	38%	39%	39%
Senior staff (VP+)	28%	28%	29%	31%	31%
New hires (% women, three-year average)	40%	40%	42%	43%	44%
<b>U.S.</b>					
Total U.S. employees	1,690	1,732	1,777	1,930	2015
Employees with 15% 401K firm contribution (no required match or vesting)	99%	99%	98%	98%	98%
<b>Staff diversity (ethnic minority %)</b>					
Total staff	31%	31%	34%	34%	35%
Senior staff (VP+)	22%	21%	24%	26%	26%
Ethnic minority hiring (% of new hires, 3-year average)	38%	39%	45%	45%	45%
<b>ENVIRONMENTAL METRICS<sup>2</sup></b>					
<b>Global</b>					
Employees using public transportation	89%	10%	33%	75%	79%
GHG emissions from business travel (metric tons CO <sub>2</sub> e)	5,000	889	559	6,689	23,326
GHG emissions offset from estimated global travel	100%	100%	100%	100%	100%
<b>NY headquarters</b>					
Square footage as percentage of total global office space	58%	57%	63%	61%	62%
LEED certifications	Silver	Silver	Silver	Silver	Silver
Total energy used (gigajoules)	43,003	38,362	38,315	39,578	37,217
Electricity used (gigajoules)	13,842	19,552	19,020	19,478	19,221
Steam used (gigajoules)	21,092	18,810	19,296	20,101	17,996
GHG emissions from energy used (metric tons CO <sub>2</sub> e)	2,008	2,369	2,347	2,418	2,745
Total water used (million gallons)	6.4	6.5	5.9	7.3	7.7
Waste recycled (diversion rate)	53%	59%	59%	59%	59%

<sup>1</sup> Includes the firm's current and former employees, directors and, in certain instances, their permitted transferees.

<sup>2</sup> Prior to 2020 Neuberger Berman reported on the portion of the building's energy use controlled by the firm. Starting in calendar year 2020 and forward, Neuberger Berman updated its energy reporting to also include our portion of common energy and utility consumption within the building.

Note: Neuberger Berman is not currently publishing information regarding assets under management for strategies that integrate financially material ESG factors into their investment process while it continues to monitor the developing regulatory standards globally.

Note: As an employee-owned private firm, this report is not intended as a communication to investors, however the Sustainability Accounting Standards Board (SASB) standards for Asset Management & Custody Activities have helped inform this report. The SASB disclosure topics below align closely with our stakeholder metrics as noted.

1. Transparent Information & Fair Advice for Customers
  - i) Number of adverse final judgments in legal proceedings relating to marketing communications of investment products
2. Employee Diversity & Inclusion
  - i) Global staff diversity metrics
  - ii) U.S. staff diversity metrics
3. Incorporation of Environmental, Social, and Governance (“ESG”) Factors in Investment Management & Advisory
  - i) Assets managed with consistent and demonstrable ESG integration
  - ii) Total number of engagement meetings with corporate management teams including both equity and credit

All information is as of December 31, 2023 unless otherwise indicated. Firm data, including employee and assets under management figures, reflect collective data for the various affiliated investment advisers that are subsidiaries of Neuberger Berman Group LLC (the “firm”).

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