

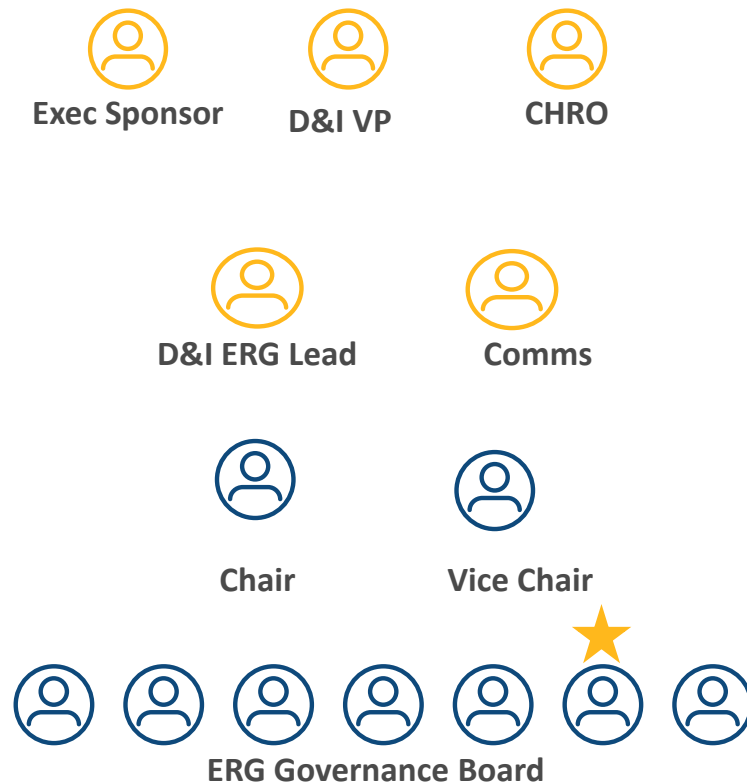
Northwestern Mutual is committed to providing a diverse and inclusive environment that brings out the best in people. Our Employee Resource Groups help foster an environment where different views are valued, respected, and leveraged to help drive employee engagement and business impact.

ERG BENEFITS TO A WORKPLACE	ERG BENEFITS TO AN EMPLOYEE
Contributes to the business and overall growth of the organization	Provides opportunities for problem solving, innovating, and showcasing leadership skills across the organization
Services as a catalyst for increased employee engagement	Grants a testing area for development in a safe environment
Creates a culture of allyship by providing a forum for discussion and learning	Provides opportunities for volunteerism and impact in the local community
Creates space for employees and leaders to engage	Enhances exposure to and recognition by company leadership
Enhances NM’s external brand and community reputation	Delivers networking opportunities
Increases awareness and promotion of diversity and inclusion	Enables employees to influence change

Employee Resource Group (ERG) Statement of Mission and Benefits

Example provided by Julia Smith, Assistant Director Leadership Development, DEI + Chair of the African American ERG, Northwestern Mutual

ERG Governance Structure – Key roles and responsibilities



Senior Exec Team guides, challenge, and mentor ERG officers. Sponsor is ELG/SLT and acts as liaison between ERG and other leaders/execs.

ERG Management Team (D&I ERG Lead, Comms, etc.) oversees execution and integration of all 8 ERGs; serve as approvers of strategy, events, communications, officer selection, budget. Responsible for engaging senior exec team as appropriate.

Chair and Vice Chair ensure that strategy and objectives are realized, and that ERG operates in alignment with company.

ERG Governance Board executes ERG operations in accordance with approved annual ERG strategy. Key roles include: Comm's, Business Strategy, Treasurer, Programming, etc.

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