

Environmental Policy Statement

06/30/2023

Objective

This document outlines MassMutual's environmental priorities and the actions that demonstrate our commitment to environmental stewardship.

Introduction

As a mutual company, MassMutual operates for the benefit of our participating policyowners, which allows us to manage the company with a focus on their long-term interests. Our commitment to sustainability is fundamentally aligned with, and ingrained in, how we operate and deliver value to the people who depend on us and the planet we share.

Core elements of our sustainability strategy include supporting the transition to an equitable, low-carbon economy, while taking steps to minimize the environmental impact of our operations. We recognize that climate change is among the most pressing challenges faced by our world today and have committed to achieve net zero emissions in MassMutual's operations by 2030 and in our investment portfolio by 2050.

Scope and Applicability

This Policy Statement applies to U.S.-based operations at Massachusetts Mutual Life Insurance Company (MassMutual). This Policy Statement does not apply to MassMutual subsidiaries or affiliates unless otherwise stated. We will continue to expand coverage to include subsidiaries over time.

Our [Sustainable Investment Policy](#) separately covers integration of sustainability factors into the management of our General Investment Account.

Our Commitment

MassMutual commits to:

Maintaining a sustainability governance structure designed to ensure integrity, accountability, transparency, and sound decision-making.

- **Our Board of Directors** provides oversight of our sustainability strategy, including our strategy related to climate change, and receives updates on a regular basis annually.
- **Our Executive Leadership Team** oversees sustainability and climate strategy at the executive level, and comprises the full Executive Leadership Team, including our CEO. Receives regular updates.
- **Our Global Sustainability Office** develops and deploys MassMutual's sustainability strategy, including our climate-related risks and opportunities. It is led by our Head of Sustainability and works closely with functional leaders and business units to drive integration.

Reducing our operational environmental impact.

- We are committed to achieving net zero greenhouse gas emissions in our operations by 2030.
- We work to use natural resources and energy more efficiently, including promoting energy management initiatives to reduce energy consumption — and associated greenhouse gas emissions — and increase our use of renewable energy.

- We strive to design and occupy offices that contribute to a healthier environment for employees, building tenants, and the community.

Monitoring and reviewing the environmental performance of our company.

- We seek to understand how our operations affect the environment and to find opportunities to minimize adverse environmental impact and drive improvement.
- We monitor progress against our targets to reduce the most significant environmental impacts of our operations.

Reporting publicly and creating awareness among stakeholders.

- We provide clear, transparent information to stakeholders about our environmental performance and how we manage and address the range of sustainability issues relevant to our operations.
- We disclose our goals, progress, and accomplishments in external communications, including our annual sustainability report.
- We publish our annual sustainability reports and relevant documents on the sustainability section of our corporate website, available [here](#).

Management and Implementation

This Environmental Policy Statement has been approved and is overseen by the Global Sustainability Office. MassMutual is committed to executing and providing resources to implement this Environmental Policy Statement and to reviewing it annually.

We encourage our employees, financial professionals, and suppliers to support this Environmental Policy Statement and to adopt similar policies.