

# 2020 EEO-1<sup>1,2</sup> Summary



	Total Minority	Hispanic or Latino	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	Total
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We take a holistic approach to diversity and inclusion across our firm. While important, the EEO-1 is only one component of data as it is limited to representational reporting in federally mandated job categories that differ from our internal organizational structure and global footprint. We measure progress throughout our firm in accordance with our D&I strategic priority areas, some of which are reflected in our [CSR report](#) and on our website.

<b>Total</b>									
Executive/Senior Level Officials and Managers	22%	4%	78%	3%	0%	14%	0%	1%	100%
First/Mid-Level Officials and Managers	32%	8%	68%	3%	1%	17%	0%	3%	100%
Professionals	31%	7%	69%	4%	0%	17%	0%	3%	100%
Sales Workers	15%	9%	85%	3%	0%	3%	0%	1%	100%
Administrative Support Workers	43%	15%	57%	11%	2%	11%	0%	4%	100%
All Others <sup>3</sup>	59%	10%	41%	7%	4%	35%	0%	4%	100%
<b>GRAND TOTAL</b>	<b>32%</b>	<b>8%</b>	<b>68%</b>	<b>5%</b>	<b>1%</b>	<b>16%</b>	<b>0%</b>	<b>3%</b>	<b>100%</b>

## Male (55.2%)

Executive/Senior Level Officials and Managers	18%	4%	82%	3%	0%	10%	0%	1%	100%
First/Mid-Level Officials and Managers	29%	6%	71%	2%	1%	16%	0%	4%	100%
Professionals	29%	7%	71%	3%	0%	16%	0%	2%	100%
Sales Workers	10%	5%	90%	2%	0%	3%	0%	0%	100%
Administrative Support Workers	32%	13%	68%	8%	2%	8%	0%	2%	100%
All Others <sup>3</sup>	55%	9%	45%	6%	4%	34%	0%	2%	100%
<b>TOTAL MALE</b>	<b>27%</b>	<b>7%</b>	<b>73%</b>	<b>3%</b>	<b>1%</b>	<b>14%</b>	<b>0%</b>	<b>2%</b>	<b>100%</b>

## Female (44.8%)

Executive/Senior Level Officials and Managers	31%	4%	69%	2%	1%	23%	0%	1%	100%
First/Mid-Level Officials and Managers	36%	9%	64%	4%	1%	19%	0%	2%	100%
Professionals	34%	7%	66%	5%	0%	19%	0%	3%	100%
Sales Workers	40%	26%	60%	7%	0%	5%	0%	2%	100%
Administrative Support Workers	49%	16%	51%	13%	1%	13%	0%	5%	100%
All Others <sup>3</sup>	80%	13%	20%	13%	0%	40%	0%	13%	100%
<b>TOTAL FEMALE</b>	<b>38%</b>	<b>10%</b>	<b>62%</b>	<b>7%</b>	<b>1%</b>	<b>18%</b>	<b>0%</b>	<b>3%</b>	<b>100%</b>

<sup>1</sup> Metrics are as of November 8, 2020 and represent U.S. employees only. Figures may not total 100% due to rounding.

Excludes Legg Mason Specialist Investment Manager employees (Brandywine Global, Clarion Partners, ClearBridge Investments, Martin Currie, Royce Investment Partners, and Western Asset).

<sup>2</sup> The 2020 Equal Employment Opportunity (EEO-1) report is not certified and has not been filed due to the Equal Employment Opportunity Commission (EEOC) delaying the reporting requirements and deadlines for 2019 and 2020.

<sup>3</sup> 'All Others' includes EEO-1 categories of technicians, operatives, laborer and helpers, and service workers.