

INCLUSION & LEADERSHIP NETWORK

Promoting a workplace that attracts, develops, retains and elevates diverse talent through an inclusive culture

PGIM Real Estate's Inclusion & Leadership Network (ILN) is comprised of a global cross-section of professionals with a diverse range of responsibilities, experiences and tenure with the company. They all share the common goal to create an inclusive organizational culture that promotes the career development of diverse talent.

PGIM Real Estate took a leadership position in the real estate industry by establishing a Women's Leadership Network (WLN) in 2013 to address gender diversity. Building on the WLN's success, we formed the ILN in 2017 to expand our focus to encompass all forms of diversity.

Programming throughout the year addresses professional development, cultural change, talent attraction and retention, and equal access. We host or participate in events with our clients, partners and industry organizations that support the mission.

"We believe that diversity of perspective and experience makes us better investment managers, and fully integrating the goals of the ILN into the business strategy will help PGIM Real Estate achieve our objectives."

Eric Adler
Chief Executive Officer





Branding/Cultural Change

Employee events globally generate awareness of the ILN's goals and current initiatives, provide an opportunity for group discussions around relevant diversity topics, and promote a more inclusive organizational culture overall.

Professional Development

- **Lunch & Learns:** Hosted by senior leaders, these lunches provide employees with the opportunity to engage directly with both PGIM Real Estate management and colleagues in small, informal group settings.
- **Speaker Series:** Senior level professionals from outside of PGIM Real Estate, including our business partners and third party providers, discuss their businesses and career paths, opportunities and challenges, and provide advice on relevant topics.
- **Seminars/Training:** Outside consulting firms and internal resources provide training and professional development. We also participate in PGIM's diversity programs.

Talent Management

Attracting and retaining top talent is an important component of PGIM Real Estate's goal to be recognized as the real estate employer of choice, and the ILN supports these efforts.

- **Recruiting:** The ILN supports PGIM Real Estate's recruiting efforts at select universities across the country to build awareness around PGIM Real Estate and its commitment to diversity.
- **External Networking:** The ILN promotes employee engagement in external networks and helps to identify membership opportunities in industry organizations that support the goals of the ILN.
- **Internal Networking:** The ILN recognizes the importance of employee engagement and provides opportunities for employees within the firm to network in a variety of settings. The ILN also participates in diversity-related networking events within PGIM.

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