

Paying Employees Equitably

At Loews, we understand that our greatest asset is our people, and we are committed to equitable pay, transparent compensation practices and a diverse and inclusive workplace. Across the Loews enterprise, the cornerstone of our human capital strategy is our commitment to fostering a diverse and inclusive work environment, where all people are respected, trusted and encouraged to contribute their ideas. By employing individuals with different backgrounds and experiences, we can better meet the diverse needs of all our stakeholders.

To that end, each of Loews's and its subsidiaries' compensation practices are consistent with Loews's values and are designed to compensate employees fairly and free from bias. As a result, differences in compensation are based on legitimate, non-discriminatory business-related factors, such as job function, experience, location, level and performance.

Consistent Compensation Practices

Each of Loews and its subsidiaries evaluates job roles and responsibilities to ensure equitable compensation within their respective companies. As part of their processes, each company conducts periodic external benchmarking studies to inform its internal compensation practices. Based in part on that data, each job is assigned a market range, which provides a guide for setting compensation. An employee's compensation may be lower or higher in the applicable compensation range based on a number of business-related factors, including the employee's experience, skills, qualifications and responsibilities.

Managers receive guidance to help ensure that non-discriminatory business-related factors form the basis of all compensation decisions.

Talent Management

Each of Loews and its subsidiaries has appropriate practices and procedures in place for determining compensation for new hires and promotions. When a candidate is hired or promoted, the candidate's qualifications and experience are considered relative to the market-aligned range for the job and to peers to ensure that compensation is both externally competitive and internally equitable. External candidates are not asked about current or historical compensation in accordance with applicable laws.

Formalized Review Process

In furtherance of our commitment to pay equity, in 2020, each of Loews and its subsidiaries conducted an extensive review of its respective compensation practices to evaluate whether any unexplained differences in compensation exist, and to correct any identified issues. This review was conducted with the assistance of outside law firms that are regularly engaged by employers across the country to evaluate issues related to equal pay.

Conclusion

As a result of the processes described above, we are confident that the pay practices at Loews and our subsidiaries are being applied in an appropriate and non-discriminatory manner.