

Canada

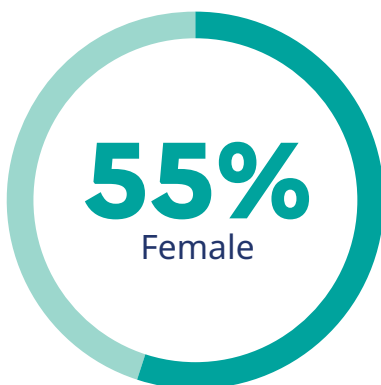
inclusion & diversity

Building an inclusive culture and diverse workforce is a business imperative. **It starts with us.**

By respecting, valuing, and leveraging all aspects of diversity, we drive richer discussions, more innovative ideas, and bigger impact. When we bring our full capabilities to our clients they win — and so does everyone at Mercer.

We aspire to have a workforce that reflects the markets and communities where we work. We help develop leaders, managers, and colleagues to be visible allies and sponsors for diverse colleagues to ultimately create a workplace where everyone can thrive. Below is more specific information about the composition of our workforce.

Mercer Globally – 2023 Gender Composition



Professionals

57%

Female

43%

Male

Principals and Partners

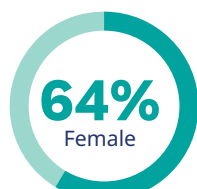
45%

Female

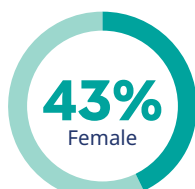
55%

Male

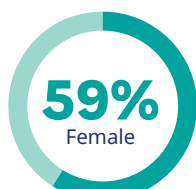
Regional Gender Representation



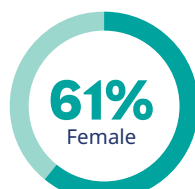
Asia



IMEA



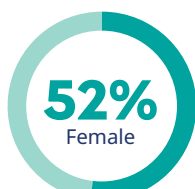
Europe



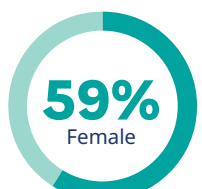
Latin America



Pacific

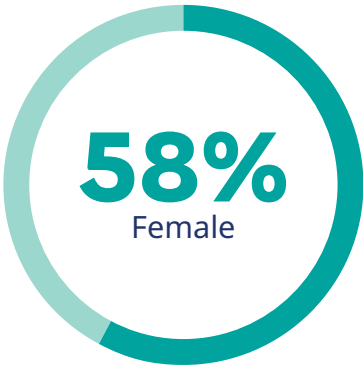


United Kingdom

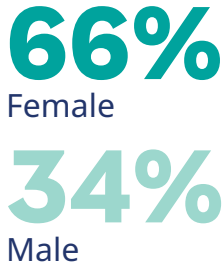


US & Canada

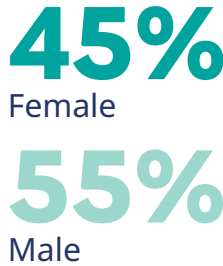
Mercer Canada – 2023 Workforce Composition



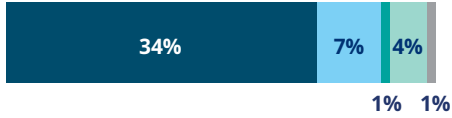
Professionals



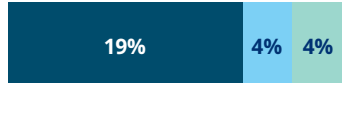
Principals and Partners



Professionals



Principals and Partners



● Asian ● Black ● Indigenous ● Mixed Origin ● Other

our commitment

We establish organizational goals for listening, learning, and being an ally. Our senior leaders are responsible for advancing our culture and the diversity of our workforce. In “Empowering Sustainable Futures”, our [2023 ESG Report](#), we provide further insight on how we are leading the way. We commit to a workplace where every colleague feels they belong, and is able to contribute their best work — a place where everyone thrives.

All data is as of December 31, 2023. Data extracted from Marsh McLennan's Human Capital Management System. Diversity data is self-reported and voluntary for our colleagues. Colleagues with unknown ethnicity are excluded from representation figures.