

2023 Business Objectives Guide

(Aligned with Freddie Mac's Strategic Priorities)

1 The business objectives below will be pre-populated in Workday for officers.

2 Officers should elaborate on each business objective relative to their responsibilities. See below for suggested success measures. Employees are encouraged to use these objectives as a guide relative to their responsibilities to inform their individual business objectives.

Affordable Housing:
Deliver on Our Affordable Housing Mission

- Meet and exceed all affordable housing goals, Duty to Serve obligations and the activities and investments in our Housing Sustainability Plan and Equitable Housing Finance plans.
- Deliver innovative solutions that advance other elements of the affordable housing component of our mission.
- Expand our impact across our broad array of stakeholders including borrowers, renters, investors and seller/servicers.

Risk:
Assess and Manage Risk

- Address risks based on their potential impact on Freddie Mac and the housing finance system.
- Remediate in a timely manner, outstanding significant safety and soundness issues including Matters Requiring Attention (MRAs).
- Improve our operations and credit, market, operational, liquidity and interest rate risk management.
- Ensure operational resiliency with respect to our people, processes, and recovery capabilities.
- Further integrate Environmental Social & Governance (ESG) generally in our business and our operations.

2023 Business Objectives Guide Continued

(Aligned with Freddie Mac's Strategic Priorities)

1

The business objectives below will be pre-populated in Workday for officers.

2

Officers should elaborate on each business objective relative to their responsibilities. See below for suggested success measures. Employees are encouraged to use these objectives as a guide relative to their responsibilities to inform their individual business objectives.

People:

Grow, Develop and Empower Talent for Today and Tomorrow

- Develop our future leaders and support our team.
- Uphold a culture where the right talent, doing things the right way, can succeed.
- **Build strength through diversity, equity and inclusion, integrating DEI through all dimensions of our business.**
- Create an environment where accountability and empowerment go hand in hand.
- Build a sustain a culture where empowered employees strive to resolve complex issues effectively and efficiently.

Financial Strength:

Build Financial Strength

- Generate strong financial results, build capital and excel on our FHFA and Corporate scorecards.
- Increase efficiency and simplify business policies and processes consistent with safety and soundness at all levels of the company to enhance productivity and bolster our financial results.



Our Competencies and Behaviors

The competencies define **how** we should deliver on our Mission.

Lead

- Align with Freddie Mac's corporate strategy and top priorities
- Anticipate and address emerging challenges / risks
- Show empathy, be approachable, and serve as a positive role model
- Demonstrate resilience in the face of change and uncertainty

Collaborate

- Demonstrate trust, keep an open mind, and seek to understand
- Be transparent, show courage and forge effective relationships
- Pursue diversity and inclusion in all we do with a focus on dignity and respect

Deliver Results

- Be accountable, distinguishing between results and effort
- Act decisively and with a sense of urgency
- Continuously improve work processes, treating obstacles as opportunities

Focus on Stakeholders

- Anticipate the needs of constituents to improve execution
- Deliver timely and high-quality service
- Be agile, pursue solutions that will improve stakeholder outcomes

Grow and Develop

- Demonstrate self-awareness, give and receive constructive feedback
- Learn what is needed about the business of Freddie Mac to get the job done
- Be curious, continuously build skills and apply learnings

Click [here](#) to check out the competencies HomeFront page for resources and workshop information!

2023 Performance Review Labels and Descriptions

| | |
|---------------------------------|--|
| Outstanding Performer | Performance <u>consistently exceeds</u> business objectives and competencies. Significantly above peers. |
| Exceeds Expectations | Performance <u>meets and sometimes exceeds</u> business objectives and competencies. Slightly above peers. |
| Solid Performer | Performance <u>meets</u> business objectives and competencies. On par with peers. |
| Approaching Expectations | Performance <u>does not consistently meet</u> business objectives and competencies. Slightly below peers. |
| Improvement Required | Performance <u>does not</u> meet business objectives and competencies. Significantly below peers. |