



We're Invested in Environmental Stewardship

We believe a better future for the world starts with what we do today.

Tomorrow matters to us

We're committed to helping our clients create the futures they dream of. We're also dedicated to protecting the future we all share. That's why we work hard to minimize our environmental footprint.

Our goal is simple: Do what's good, right, and sustainable.



Sustainable real estate

We're managing energy use across our real estate footprint



Responsible workflows

We're creating paperless workflows and choosing vendors that care as much as we do



Measurable progress

We're keeping our environmental performance data current and available



Healthy buildings for a healthier world

We see every Schwab branch, office, and data center as an opportunity to be more thoughtful about our energy consumption. Through our real estate energy management program, we:

- Benchmark every major Schwab site using the U.S. Environmental Protection Agency's ENERGY STAR® program
- Research and implement energy-saving projects that produce favorable returns on investment and create a positive impact on our energy use and carbon emissions
- Follow U.S. Green Building Council design and construction guidelines for all new Schwab facilities
- Use LEED® green building program's rating system to guide our site selection, materials, and technology strategies



Responsible from the start

We're moving beyond paper wherever we can—with far-reaching benefits. We also work with vendors that use recycled-content and sustainable products and maintain strong internal sustainability practices.

- We're improving our productivity by eliminating manual tasks, reducing the need for printing, and streamlining workflows.
- We source recycled and environmentally responsible products whenever feasible—including paper stock that is certified by the Forest Stewardship Council, contains post-consumer recycled content, or both.
- Employees have access to recycling and compost bins where available and can recycle personal items through our electronics recycling drives.
- Mobile phones, computers, office equipment, and all other electronic equipment that can't be donated are recycled through authorized recyclers.

Investment stewardship

Just as the investors in our equity funds generally have a long-term investment horizon, Charles Schwab Investment Management takes a long-term, measured approach to investment stewardship. We are champions of investors. We look at the world through our clients' eyes, and keep that perspective at the heart of everything we do.

Our guiding principles: As a leading asset manager, it is our responsibility to use our proxy votes to encourage transparency and corporate governance structures that we believe will help protect or promote shareholder value.

For more information about CSIM's Investment Stewardship:

<https://www.schwabfunds.com/public/csim/home/about/investment-stewardship>



Practice. Report. Improve.

It's not enough just to follow sustainable business practices. We believe it's vital to measure our progress along the way. It's how we improve.

- We track and manage Schwab Corporate Real Estate performance data, such as carbon emissions, energy and water consumption, ENERGY STAR scores, and volume of environmentally favorable purchases.
- We disclose our environmental performance annually to CDP, a nonprofit organization helping businesses, investors, and communities manage their environmental impacts. Our report includes carbon footprint, energy management results, and corporate activities that affect carbon emissions.
- We participate in the Newsweek Green Rankings of the top 500 U.S. firms and aim for annual improvement of our standing.

Brokerage Products: Not FDIC-Insured • No Bank Guarantee • May Lose Value

Schwab is committed to building a diverse and inclusive workplace where everyone feels valued. As an equal employment opportunity employer, our policy is to provide equal employment opportunities to all employees and applicants without regard to any status that is protected by law ([Equal Employment Opportunity policy](#)). Schwab is also an affirmative action employer, focused on advancing women, minorities, veterans, and individuals with disabilities in the workplace. We believe diversity and inclusion are part of our success as a company and our purpose of serving every client with passion and integrity.

The Charles Schwab Corporation provides a full range of brokerage, banking and financial advisory services through its operating subsidiaries. Its broker-dealer subsidiary, Charles Schwab & Co., Inc. (Member [SIPC](#)), offers investment services and products, including Schwab brokerage accounts. Its banking subsidiary, Charles Schwab Bank (member FDIC and an Equal Housing Lender), provides deposit and lending services and products. Access to Electronic Services may be limited or unavailable during periods of peak demand, market volatility, systems upgrade, maintenance, or for other reasons.

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