

Everyone Counts – Our Commitment to Diversity and Inclusion

– By Walt Bettinger, Co-Chairman of the Board and CEO

Everyone counts – this isn't a sentiment we share solely to burnish our brand or reputation. We believe it is core to the success of our company, and our industry.

Chuck Schwab built this firm 50 years ago on a foundation of advocacy for individual investors, with the goal of earning their trust – what we now call seeing things “through clients’ eyes.” We know firsthand that a financial institution like ours can succeed only when we respond to the needs of ordinary savers and investors, as well as to the independent financial advisors and companies who rely on our support to meet the needs of their clients and employees.

To execute on our belief that everyone matters, our company must build a workforce that mirrors the diversity of our clients and the communities we serve. To that end, diversity and inclusion at Schwab transcends ethnicity, race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, interests and life stages to include diversity of experiences, strengths, perspectives, and thought. Schwab is dedicated to building and maintaining a dynamic organization and culture that reflect the individual strengths of every person who is a part of the company. Through diversity we gain a wider range of perspectives and experiences, which benefit everyone and help us “see through clients’ eyes.” And by seeing our business through the eyes of our clients, we are able to deliver the best client experience possible.

Ultimately, our diversity and inclusiveness not only delivers a superior employee and client experience, it fulfills [our purpose](#) as a company.

Charles Schwab & Co., Inc. is an equal opportunity/affirmative action employer committed to diversifying its workforce. All applications are considered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or based on any individual's status in any group or class protected by applicable federal, state or local law.

The Charles Schwab Corporation provides a full range of securities, brokerage, banking, money management and financial advisory services through its operating subsidiaries. Its broker-dealer subsidiary, Charles Schwab & Co., Inc. (“Schwab”), 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.

Our record of inclusion and levels of diversity are positive in many areas in which we operate. Our efforts are widespread and include supporting Employee Resource Groups, and extending Schwab's appeal as an employer and provider of financial services across diverse communities throughout the country.

While we have accomplished much, we know there is much more to do, particularly as our population and culture grows ever more diverse. Yet, our company has never shied away from big goals. Nobody believed Chuck Schwab would succeed with a firm as different as ours. Now, more than four decades later, we are one of the largest financial services firms in the world.

At Schwab, we know from experience that being different, and embracing our differences, matters – not only to our success as a company but to the well-being of millions of ordinary Americans from all walks of life and backgrounds. You can count on Schwab to continue leading the way as a company committed to diversity and inclusion.



WALT BETTINGER

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The Charles Schwab Corporation

