

Code of Business Conduct and Ethics

Summary of Key Revisions

The following summarizes key revisions to The Charles Schwab Corporation Code of Business Conduct and Ethics.

- Modifications made throughout the Code to clarify its applicability to every employee, officer, and director of The Charles Schwab Corporation and its subsidiaries (collectively, “Schwab” or the “Company”), as well as other personnel working on behalf of the Company.
- Under **Employment Practices**, addition of the Company’s commitment to diversity and inclusion in our workforce.
- Updates throughout the Code to reflect revisions made in relevant policies and procedures.
- Addition of guidance on business communications, under **Recordkeeping**.
- Removal of duplicative language in the Code.