**Workforce**

- **5,500+** employees attended at least one D&I workshop or session since 2017.
- **25+ (11 new)** organization sponsorships and partnerships to recruit diverse talent.
- **20** diverse Brand Ambassador videos released in 2019.
- Mentoring participation up 4.5 times.
- **186 employees** in Ellevate mentoring program.
- **25+** organization sponsorships and partnerships to recruit diverse talent (8 new).
- **100%** of employees trained in maintaining a respectful and inclusive work environment.
- **+75%** increase in Employee Resource Group (ERG) membership since 2018.
- **11 ERGs, 150+ chapters, 7,400 members**.
- **600+ diversity-related internal events or activities**.
- **ERG titles option added to business cards**.
- **3,750 employees recognized through Allyship and Inclusion Sendwords since Nov ’19**.
- **1,000+** listens since Oct ’19.
- **45+ employee stories** focused on our diverse and inclusive voices; over 58K views in 2019.
- **500+ volunteer hours and $20k+ fundraised** for ERG championed non-profits.
- **Established ERG-directed community grants for aligned nonprofits**.
- **20 diverse Brand Ambassador videos released in 2019**.
- **New self-identification Workday options** for gender identity, sexual orientation and pronouns.
- **New pronoun option included on email signatures**.
- **Established ERG-directed community grants for aligned nonprofits**.
- **500+ volunteer hours and $20k+ fundraised** for ERG championed non-profits.
- **Diverse Dialogues podcast introduced 1000+ listeners since Oct ‘19**.

**Community**

- **20 first-generation college students of color** participated in InternPro program, equipping them for successful Schwab internships.
- **Increased collaboration** between Schwab Bank Community Development and Lending, Affirmative Action Planning, Community Service and Brand Marketing.
- **Established ERG-directed community grants for aligned nonprofits**.
- **500+ volunteer hours and $20k+ fundraised** for ERG championed non-profits.
- **Hiring Our Heroes fellowship program** introduced to help military service members transition into professional roles.

**Marketplace**

- **Expanded diverse representation of stock photo library**.
- **Consulted with RIA firms on D&I strategy**.
- **Developed new financial essentials workshops for LGBTQ+ and Women**.
- **Addressing gender pronouns in Client Central database**.
- **Revising client verification security questions to acknowledge diverse family types**.

**Diversity & Inclusion: At a Glance**

The enclosed data represents progress through 2019, with the exception of Employee Resource Group (ERG) and Diverse Dialogues numbers, which include metrics through July 2020.

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.

Learn more at jumpword: Diversity and Inclusion

The Charles Schwab Corporation’s commitment to diversity, equity, and inclusion is reflected in its diverse workforce, inclusive workplace, and leadership strategies. The company is dedicated to creating a culture where all employees feel valued, respected, and included, regardless of their gender, race, ethnicity, sexual orientation, or other personal characteristics.

Charles Schwab is proud to be an equal opportunity employer committed to a diverse and inclusive workplace. The company encourages applications from qualified individuals of all backgrounds, including veterans and military personnel, people with disabilities, and women.

The Charles Schwab Corporation is dedicated to providing a inclusive and supportive environment where employees can thrive and contribute to the company’s success. The company’s commitment to diversity, equity, and inclusion is reflected in its policies, practices, and initiatives, including employee resource groups, training programs, and partnerships with diverse organizations.

Charles Schwab is committed to removing barriers to equal opportunity and inclusion through ongoing efforts to promote diversity, equity, and inclusion throughout the organization. The company is dedicated to creating a workplace where all employees feel respected, valued, and included, and where everyone has the opportunity to reach their full potential.

Learn more about Charles Schwab’s commitment to diversity, equity, and inclusion at jumpword: Diversity and Inclusion.