

## 10 STATE STREET ACTIONS

# ADDRESSING RACISM AND INEQUALITY

PROGRESS AGAINST GOALS AS OF JUNE 2021

ACTION	DESCRIPTION	2021 PROGRESS
<b>1</b> IMPROVE BLACK & LATINX <sup>1</sup> EMPLOYEE REPRESENTATION	Triple our Black and Latinx leadership (senior vice presidents+) and double our percentage of Black and Latinx populations over the next three years. Extend requirement to interview a diverse slate of candidates to positions at all levels.	<ul style="list-style-type: none"><li>• <a href="#">Improving representation of Black and Latinx</a> employees in leadership roles</li><li>• Held leadership accountable via <b>pay decisions</b> for our <a href="#">Diversity Goals</a></li><li>• Enhanced global definition for <b>diverse candidate slate requirement</b></li></ul>
<b>2</b> SHARPEN FOCUS ON BLACK & LATINX <sup>1</sup> TALENT DEVELOPMENT	Examine all of State Street's development and advancement programs and processes to improve the mobility and development of Black and Latinx professionals.	<ul style="list-style-type: none"><li>• <b>Leveraged partnerships and programs</b> to drive career and personal development for Black and Latinx employees</li><li>• Required <b>Diversity, Equity and Inclusion (DEI) as a performance priority</b> for all managers and recommended for all employees</li><li>• Launched mentorship and sponsorship pilots within major business areas to measure outcomes and outline best practices</li></ul>
<b>3</b> CONDUCT ANTI-RACISM CONVERSATIONS AND TRAINING	Enlist our entire workforce in learning opportunities and conversations around anti-racism and equity. Make these approaches and programs available to our clients.	<ul style="list-style-type: none"><li>• <b>~38,000+ employees</b> globally completed <b>unconscious bias training</b>; this training is now required for new employees</li><li>• Ongoing <b>anti-racism sessions</b> led by business leaders, employee networks and external experts across the Company</li><li>• Offering public <a href="#">Justice, Equity &amp; Inclusion Series workshops</a> to support anti-racism skill development in the workplace</li></ul>

<sup>1</sup> Black & Latinx, U.S. only; Black, Asian & Minority Ethnic (B.A.M.E), globally

ACTION	DESCRIPTION	2021 PROGRESS
<p>4</p> <p><b>IMPLEMENT DEI PRACTICES FOR MANAGEMENT COMMITTEES</b></p>	<p>Systematically review governance models within key management committees to ensure inclusion and diverse representation.</p>	<ul style="list-style-type: none"> <li>• Provided toolkit for senior management committee chairs to discuss <b>inclusive behaviors and actions</b></li> <li>• Launched baseline survey to measure <b>effective governance, amplified culture traits, overall inclusion and diversity</b> within each committee</li> </ul>
<p>5</p> <p><b>INCREASE SPEND WITH BLACK &amp; LATINX<sup>1</sup> SUPPLIERS</b></p>	<p>Increase our spend with diverse suppliers over the next three years. Hold ourselves accountable for strengthening Black and Latinx-owned businesses.</p>	<ul style="list-style-type: none"> <li>• Issued <u>\$850M senior subordinated bonds</u> utilizing an underwriting syndicate made up equally of banks and Black and Latinx-owned companies</li> <li>• Launched updated <u>supplier diversity website</u></li> </ul>
<p>6</p> <p><b>IMPROVE BLACK &amp; LATINX<sup>1</sup> BOARD REPRESENTATION</b></p>	<p>Work with our board to add Black and Latinx directors within 18 months and to expand its diversity efforts.</p>	<ul style="list-style-type: none"> <li>• Added <u>Julio Portalatin and John Rhea</u> to our Board, <b>increasing racial diversity to 25%</b></li> </ul>
<p>7</p> <p><b>LEVERAGE SSGA'S ASSET STEWARDSHIP EFFORTS</b></p>	<p>Partner with State Street Global Advisors' Asset Stewardship and determine what State Street can learn from others to develop best practices and evolve to a best-in-class organization in combatting racism and attracting, motivating, and retaining Black and Latinx talent.</p>	<ul style="list-style-type: none"> <li>• SSGA asked companies to disclose more detail on <u>Board and workforce diversity</u></li> <li>• SSGA 2021 <u>stewardship priorities</u> focused on <b>lack of racial and ethnic diversity</b></li> <li>• <u>Partnered with Russell Reynolds Associates and Ford Foundation</u> to issue a report on best practices for effective oversight of DEI</li> </ul>

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<p>8</p> <p><b>IMPROVE BLACK &amp; LATINX<sup>1</sup> REPRESENTATION ACROSS OUR INDUSTRY</b></p>	<p>Lead an effort with the asset management industry to attract and advance more Black and Latinx people into our profession.</p>	<ul style="list-style-type: none"> <li>Formalized strategic <u>partnerships with four organizations</u> with a goal of providing career exploration, <b>DEI best practices</b>, employment and professional development opportunities</li> </ul>
<p>9</p> <p><b>ESTABLISH COMBATTING RACISM AS A STRATEGIC PRIORITY FOR STATE STREET FOUNDATION</b></p>	<p>Establish combatting racism as a clear priority pillar alongside education and workforce development, and reprioritize State Street Foundation spending accordingly.</p>	<ul style="list-style-type: none"> <li>Committed to making <b>~\$6M in grants</b> to <u>relevant nonprofit organizations</u></li> <li>Offering <b>2:1 matching gifts</b> donating to organizations addressing racial equity issues</li> <li>Increased employee volunteer time-off policy from <b>2 to 4 days<sup>2</sup></b></li> </ul>
<p>10</p> <p><b>INCREASE CIVIC ENGAGEMENT AND REFLECTION</b></p>	<p>Leverage Juneteenth as a day of reflection to create awareness and establish a State Street-wide day of service focused on better understanding racism and giving back to our communities.</p>	<ul style="list-style-type: none"> <li>Provided <b>World Anti-Racism Reflection Moments (WARM)</b> for employees and families through monthly, global opportunities for reflection and community service to engage on anti-racism and social justice</li> <li>Launched June's racial equity and social justice 21-day challenge, a collection of short daily lessons, culminating with a week of community service actions, in honor of Race Unity Day and Juneteenth</li> </ul>

For additional detail on the 10 actions please visit: <https://www.statestreet.com/values/inclusion-diversity/10-actions-to-address-racism-and-inequality.html>

<sup>1</sup> Black & Latinx, U.S. only; Black, Asian & Minority Ethnic (B.A.M.E), globally

<sup>2</sup> Inclusive of non-political volunteering in civic engagement and social justice causes.

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