

# We draw strength from diversity.

Embracing diversity, championing equity and fostering inclusion are business imperatives for U.S. Bank, and a fundamental part of everything that makes us who we are: our brand, business, talent pool, communities and more.



## What we mean when we say “DEI”

The overall term “diversity, equity and inclusion (DEI)” describes our commitment to embracing individual differences, enabling equitable outcomes and fostering inclusion. This action helps us drive business growth and makes us stronger, more innovative and more responsive. It furthers the interests of all our stakeholders: investors, customers, employees and communities we serve.

“**Diversity**” refers to human dimensions including ability, age, education, ethnicity, gender identity, gender, national origin, race, sexual orientation, social class, veteran status or religious or ethical value systems.

“**Equity**” is about leading with data to be strategic in our approach and focusing with intent on closing gaps.

“**Inclusion**” means creating and sustaining a positive work environment that respects and values individuals, and helps employees be authentic, reach their potential and maximize their contributions.

Our DEI strategy seeks to ensure that all employees, customers and key stakeholders have the opportunity to achieve their full possibilities.

### D&I at work



Building and promoting a diverse and inclusive workplace helps us identify the best talent to meet the changing needs of the people we reach. Through surveys, Business Resource Groups and ongoing education opportunities, we foster a culture of lifelong learning.

### In the community



Work



Home



Play

We actively strive to reflect the communities in which we live, work and play. Through our Community Possible giving platform, we invest our time, resources and passion in economic development by supporting efforts to create stable jobs, better homes and vibrant communities.

### In the business



Diversity is a business imperative, and we believe the economy is stronger because of the rich differences and shared experiences of the customers we serve. We build deep, meaningful relationships with our customers and suppliers to meet their unique needs.

## Business Resource Groups

Our 10 Business Resource Groups (BRGs) bring together employees who have similar backgrounds, experiences or interests and their allies. BRGs provide employees with opportunities to network, learn, develop leadership skills and contribute powerfully to our company and the communities where we live and work. They raise awareness and contribute to business results through the lens of what's important to their members.



**115+**

More than 115 local BRG chapters  
in the U.S. and Europe



### Our current BRGs include:

- Asian Heritage
- Black Heritage
- Development Network
- Disability
- European Inclusion
- Indigenous Peoples
- Nosotros Latinos
- Proud to Serve (Military/Veterans)
- Spectrum LGBTQ+
- Women

## Workforce demographics

Our employees' varied backgrounds and life experiences, willingness to collaborate and bring their full selves to work – that openness is what keeps us competitive, and makes U.S. Bank a great place to work. So what's the breakdown? Our workforce demographics are updated annually on our [U.S. Bank Careers site](#). Our goal is to reflect the communities we serve, and we know there's room for improvement. By providing this data publicly, we hold ourselves accountable to shifting these percentages over time.

# Awards and accolades



## Top 50 Companies for Diversity (2019 - 2022):

- Ranked #17 on the Top 50 list
- Top Companies for Environmental, Social & Governance (No. 2)
- Top Companies for Philanthropy (No. 2)
- Top Companies for LGBTQ Employees (No.7)
- Top Companies for Native American/Pacific Islander Executives (No. 10)
- Top Companies for Supplier Diversity (No. 12)
- Top Companies for Talent Acquisition for Women of Color (No. 13)
- Top Companies for Asian American Executives (No. 14)
- Top Companies for Board of Directors (No. 17)
- Top Companies for Employee Resource Groups (No. 22)

Best Company for Working Mothers  
(Seramount, 2020-2021)

Best Company for Multicultural Women  
(Seramount, 2018-2021)

Best Company for Executive Women  
(Seramount, 2021)

One of America's Top Corporations for Women's  
Business Enterprises (Women's Business Enterprise  
National Council, 2019)

Best Place to Work for Disability Inclusion on the  
Disability Equality Index (Disability:IN, 2018-2021)

Leading Disability Employer (National Organization  
on Disability, 2018-2021)

Best Place to Work for LGBTQ Equality (Human  
Rights Campaign Foundation, 2007-2022)

One of only 29 Fortune 500 companies with notable  
diversity of the Board of Directors (Deloitte and the  
Alliance for Board Diversity, 2017)

Best of the Best Corporation for Inclusion award  
(National Business Inclusion Council, 2018-2021)

Named as an Inclusion Index company (Seramount,  
2018-2021)

Continually recognized as a top supporter of  
veterans and military families:

- Best for Vets: Employers — Military Times,  
2010-2021
- Secretary of Defense Employer Support  
Freedom Award
- Pro Patria Award — ESGR Minnesota  
Committee
- Diversity Best Practices Above and Beyond  
Award, 2019

5-Star Company for Employment and Philanthropy  
on the Corporate Inclusion Index (Hispanic  
Association on Corporate Responsibility, 2021)