

Our Approach: Environmental, Social, Governance

Last year, we completed a materiality assessment in partnership with [Ceres](#), interviewing internal and external stakeholders to understand what Environmental, Social and Governance (ESG) issues are most material to our company. We are working hard to make forward progress on what we learned from the assessment and to continue to listen and learn from stakeholders who share our perspective on the importance of constructive and respectful dialogue to address important areas of opportunity.

We have included highlights of our ESG efforts below. You can also read more in our proxy and throughout our Corporate Social Responsibility (CSR) annual report. As we move forward, we will continue to monitor the evolving disclosure landscape including framework, goals and guidance, scores and ratings. We will work to continually assess business risks and opportunities and to ensure our strategy evolves with the changing world.



Our customers

Protecting data - We align our information security program with multiple industry standards to provide comprehensive coverage against threats to customer data. Our information security strategy is intelligence-driven and risk-based, allowing for agility and preparation against cyberthreats.

Expanding access - When developing products for customers who have a challenging credit history, like the Simple Loan product we launched in August 2018, we are deliberate about meeting those customers' needs for a safe source of credit with solutions that we believe we can offer on a sustainable basis.

Respecting privacy - We maintain an enterprise privacy program that provides guidance to business lines and corporate functions on the collection, use and sharing of customers' personal information. This program helps us deliver responsive customer service and develop new products and services that meet or anticipate customer needs, while respecting the privacy preferences our customers have expressed.

Providing education - We help our customers and their families prepare for the future by investing in financial education programs and partnerships. We offer extensive financial education resources through Financial IQ, our online financial education resource hub which provides helpful knowledge, tools and inspiration for all consumers and business owners. We also offer financial education resources through our Student Union program.

At U.S. Bank, we continue to monitor closely the evolving ESG disclosure landscape. This includes a partnership with Ceres, through which we are looking to improve our understanding of how our work supports and advances the recommendations from the Task Forces on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainable Development Goals (SDGs). We are actively looking at ways to better align with the recommendations of the TCFD and will continue to evaluate ways to improve our reporting and disclosure.

Some ways we are already driving progress toward the UN 2030 agenda include:

Our investments in renewable energy projects support goal 7, Affordable and Clean Energy.

Our business activities fundamentally contribute to goal 8, Decent Work and Economic Growth.

Our focus on community contributions and maintaining financial market stability support goal 10, Reduced Inequalities.

Our investments in affordable housing drive towards goal 11, Sustainable Cities and Communities.

Our Greenhouse Gas Emissions (GHG) reduction commitment addresses goal 13, Climate Action.



Our employees

Business ethics - Our global ethics program is designed to give employees the information, tools and training they need to make the right choices, find guidance when they need it, and report concerns without fear of retaliation.

Pay equity - We are committed to fair and equitable pay and believe that a consistent focus on managing pay equity is an important part of promoting diversity. As part of this commitment, we have an ongoing process of reviewing compensation to ensure all employees are paid appropriately for their contributions to the success of our company.



Our environment

Responsible lending - Environmental sensitivity is an important component of our credit, investment, underwriting and payment procedures and is integrated into our overall risk management philosophy. We maintain additional environmental due diligence and review requirements for firms operating within certain sensitive industries to better guide our decisions regarding new or prospective relationships.

Additionally, we recognize opportunities presented by climate change and we will continue to offer renewable energy financing options for our customers.

Our own carbon footprint - We have committed to reducing our operational greenhouse gas (GHG) emissions by 40% by 2029 and 60% by 2044, using a 2014 baseline. We also build all new branches to Leadership in Energy and Environmental Design (LEED) certified standards.

To read our Environmental Responsibility Policy, go to usbank.com/environment.



Our communities

Corporate giving and engagement - Through our Community Possible platform, we invest our time, resources and passion in economic development by supporting efforts to create stable jobs, better homes and vibrant communities. In 2018, we contributed \$57 million in grants and corporate contributions to nonprofit organizations across the country.

To learn more about our corporate social responsibility initiatives, visit us at usbank.com/community.



Accolades

- > Named one of the **World's Most Ethical Companies®** by the Ethisphere Institute in 2019, the fifth year in a row
- > Included on the **FTSE4Good Index**
- > **Ranked #6** on Fortune's 2018 Most Admired Companies list for Social Responsibility
- > **Three of our leaders** have been included on the American Banker "Most Powerful Women" list
- > Ranked #2 for **Board of Director diversity** by Bank Director
- > Named one of the **Leading Disability Employers** by the National Organization on Disability in 2018
- > Named one of the **"Best Places to Work for LGBT Equality"** by the Human Rights Campaign (HRC) and received a score of 100 percent on the 2018 HRC Corporate Equality Index
- > Included in the Military Times' **Best for Vets** list
- > Named one of **America's Best Employers for Women** by Forbes
- > Named one of **America's Best Employers for Diversity** by Forbes
- > **Received a score of A-** from GDP (formerly known as the Carbon Disclosure Project) in 2016, 2017 and 2018

