

# GRI Index

## General Standard Disclosures



This index references the below mentioned aspects and disclosures as outlined in the GRI 2016 Standards

| Strategy  |   |  |
|---|---|--|
| Aspect & Disclosure   | Response  | Location   |
| Disclosure 102-14 Statement from senior decision-maker  | U.S. Bancorp's CEO shares our commitment to being a good steward of the environment on usbank.com and our commitment to overall corporate social responsibility in the Annual Report and Corporate Social Responsibility (CSR) Annual Report.   | usbank.com/environment; Letter from CEO in CSR annual report; U.S. Bancorp annual report pps 1-3.  |
| Disclosure 102-15 Key impacts, risks, and opportunities   | U.S Bancorp discloses climate change risks and opportunities via the CDP (formerly known as the Carbon Disclosure Project) reporting platform that is aligned with Task Forces on Climate-related Financial Disclosures (TCFD) recommendations and GRI standards references.  | CDP-Climate Change 2018 (section C2)   |
| Ethics and Integrity  |   |  |
| Aspect & Disclosure   | Response  | Location   |
| Disclosure 102-16 Values, principles, standards, and norms of behavior                          | U.S. Bancorp's Code of Ethics (COE) shows us how to be the most trusted choice for all our stakeholders, from our employees, customers and communities to our shareholders, elected officials and regulators. It shows us why operating with ethics is good for business.   | COE - entire document  |
| Disclosure 102-17 Mechanisms for advice and concerns about ethics                               | U.S. Bancorp maintains a confidential ethics reporting line for employees, as well as detailed advice and non-retaliation information in the COE. External parties can submit a comment or concern via U.S. Bancorp's ethics webpage and it will be routed to the correct internal group for handling.  | COE pps. 11-12 (internal) / <a href="https://www.usbank.com/about-us-bank/ethics.html">https://www.usbank.com/about-us-bank/ethics.html</a> (external) |
| Governance  |   |  |
| Aspect & Disclosure   | Response  | Location   |
| Disclosure 102-18 Governance structure  | U.S. Bancorp is governed by an independent board of directors, chaired by U.S. Bancorp's CEO. In exercising its oversight responsibilities, the Board will question, challenge, and when necessary, oppose recommendations and decisions made by management.  | Proxy pps. 10-34   |
| Disclosure 102-19 Delegating authority  | The Public Responsibility Committee of U.S. Bancorp's Board oversees the Company's policies and programs related to corporate social responsibility matters, including environmental sustainability; annually reviews the Company's community reinvestment activities and performance; annually reviews the Company's fair and responsible banking activities and performance; and reviews the Company's activities related to corporate culture, including diversity and inclusion initiatives and workplace dimensions such as employee engagement. | Proxy; Board Committees webpage - Public Responsibility Committee charter (link from committee name)   |
| Disclosure 102-20 Executive-level responsibility for economic, environmental, and social topics | The Chief Corporate Social Responsibility Officer oversees the Company's commitment to being a good steward of the environment through philanthropic giving and employee engagement. This position plays a critical role in ensuring the Company takes proactive steps to integrate a corporate social responsibility and environmental lens across business decision making.   | usbank.com/environment; CDP-Climate Change 2018 (section C1)   |
| Disclosure 102-22 Composition of the highest governance body and its committees                 |   | Proxy pps. 10-27   |
| Disclosure 102-23 Chair of the highest governance body  | U.S. Bancorp's CEO has been appointed by the Board of Directors to serve as the Chairman of the Board.  | Proxy pps. 31-32   |
| Disclosure 102-24 Nominating and selecting the highest governance body                          |   | Proxy pps. 10-12   |
| Disclosure 102-25 Conflicts of interest   | The Governance Committee of U.S. Bancorp's Board of Directors is responsible for evaluating director independence and identifying any conflicts of interest. For employees, U.S. Bank's Code of Ethics and Business Conduct describes some of the most common situations that may present conflicts of interest. Employees are responsible for knowing about and complying with other laws or regulations that may apply to their business line and limit their outside activities.   | Proxy pps. 22; 27; 35-36; COE section 4.2  |
| Disclosure 102-28 Evaluating the highest governance body's performance                          | The Governance Committee of U.S. Bancorp's Board of Directors conducts an annual assessment of the Board's performance to determine whether the Board, its committees and its members are functioning effectively and to identify areas for growth and improvement.   | Proxy page 24  |
| Disclosure 102-30 Effectiveness of risk management processes                                    | The Board of Directors oversees management's performance relative to the risk management framework, risk appetite statements, and other policy requirements.  | Proxy page 28; Board Committees webpage - Risk Mgmt Committee charter (link from committee name)   |
| Disclosure 102-35 Remuneration policies   |   | Proxy pps. 37-66   |
| Reporting Process   |   |  |
| Aspect & Disclosure   | Response  | Location   |
| Disclosure 102-45 Entities included in the consolidated financial statements                    | This aspect is discussed throughout the entirety of U.S. Bancorp's Annual Report.   | Annual Report  |

Continued on page 2

| Economic Performance   |   |   |
|--|---|---|
| Aspect & Disclosure  | Response  | Location  |
| Disclosure 201-1<br>Direct economic value generated and distributed  |   | 2018 Annual Report - Consolidated Statement of Income (page 76)<br>Community investments - 2019 CSR Report, (Community Focus section) |
| Disclosure 201-2<br>Financial implications and other risks and opportunities due to climate change                     | Specifically related to climate change, U.S. Bancorp would recognize impact of risks/opportunities to be substantive to the organization and prioritize them based on the likelihood and significance of the potential financial and/or reputational impact to the company. | CDP-Climate Change 2018 (section C2)  |
| Disclosure 201-3<br>Defined benefit plan obligations and other retirement plans  | U.S. Bancorp has a defined contribution retirement savings plan and a tax qualified noncontributory defined benefit pension plan that provides benefits to substantially all its employees.   | 2018 Annual Report, Footnote 16 (pages 109-113)   |
| Disclosure 201-4<br>Financial assistance received from government  |   | 2018 Annual Report, Footnote 7 (pages 98-99)  |
| Energy & Emissions   |   |   |
| Aspect & Disclosure  | Response  | Location  |
| Disclosure 302-1<br>Energy consumption within the organization   |   | CDP-Climate Change 2018 (section C8)  |
| Disclosure 305-1<br>Direct (Scope 1) Greenhouse Gas Emissions (GHG)  | 2017 emissions: 55,029 metric tons Carbon Dioxide Equivalent (CO2e)   | CDP-Climate Change 2018 (section C6)  |
| Disclosure 305-2<br>Energy indirect (Scope 2) GHG emissions  | 2017 location-based emissions: 287,196 metric tons CO2e/ market-based emissions: 286,477  | CDP-Climate Change 2018 (section C6)  |
| Disclosure 305-3<br>Other indirect (Scope 3) GHG emissions   | U.S. Bancorp reports a portion of Scope 3 emissions: Downstream leased assets, business travel, waste generated, ATM energy and onsite generators.  | CDP-Climate Change 2018 (section C6)  |
| Disclosure 305-5<br>Reduction of GHG emissions   | Between 2014 and 2017, U.S. Bancorp reduced GHG emissions by 18%.   | CDP-Climate Change 2018 (section C4 & C7)   |
| Employment   |   |   |
| Aspect & Disclosure  | Response  | Location  |
| Disclosure 401-2<br>Benefits provided to full-time employees that are not provided to temporary or part-time employees | Which employees qualify for each benefit is identified in the link for each type of benefit.  | U.S. Bank Careers "Our Benefits"  |
| Training & Education   |   |   |
| Aspect & Disclosure  | Response  | Location  |
| Disclosure 404-2<br>Programs for upgrading employee skills and transition assistance programs                          | At U.S. Bancorp, we invest in the growth of our employees with education and development resources that, along with their drive and performance, propel their success.  | U.S. Bank Careers "Our Benefits"  |
| Diversity  |   |   |
| Aspect & Disclosure  | Response  | Location  |
| Disclosure 405-1<br>Diversity of governance bodies and employees   |   | U.S. Bank Careers "Our Benefits" - Workforce Demographics link at bottom of page  |
| Public Policy  |   |   |
| Aspect & Disclosure  | Response  | Location  |
| Disclosure 415-1<br>Political contributions  | U.S. Bancorp's Government Relations Department works closely with all of lines of business to manage our legislative and political activities in a manner consistent with good corporate governance practices and in compliance with all legal requirements.                | U.S. Bank Governance Documents - Political & Legislative Activities   |

- 2018 Annual Report: <https://www.usbank.com/annual-report/2018/index.html>
- 2018 CSR Annual Report: <https://www.usbank.com/corporate-responsibility/annual-report/2018/index.html>
- 2019 Proxy Statement: [http://media.corporate-ir.net/media\\_files/IROL/11/117565/interactive/proxy2019/HTML1/default.htm](http://media.corporate-ir.net/media_files/IROL/11/117565/interactive/proxy2019/HTML1/default.htm)
- 2018 CDP Report: [https://www.usbank.com/pdf/community/US\\_Bancorp\\_2018\\_CDP.pdf](https://www.usbank.com/pdf/community/US_Bancorp_2018_CDP.pdf)
- Code of Ethics and Business Conduct (COE): <https://www.usbank.com/dam/documents/pdf/coe/coeHandbook.pdf>
- Board Committees: <http://phx.corporate-ir.net/phoenix.zhtml?c=117565&p=irol-govcommcomp>
- U.S. Bank Careers "Our Benefits": <https://www.usbank.com/careers/employee-benefits.html>
- U.S. Bank Governance Documents: <https://ir.usbank.com/investor-relations/corporate-governance>

