

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.



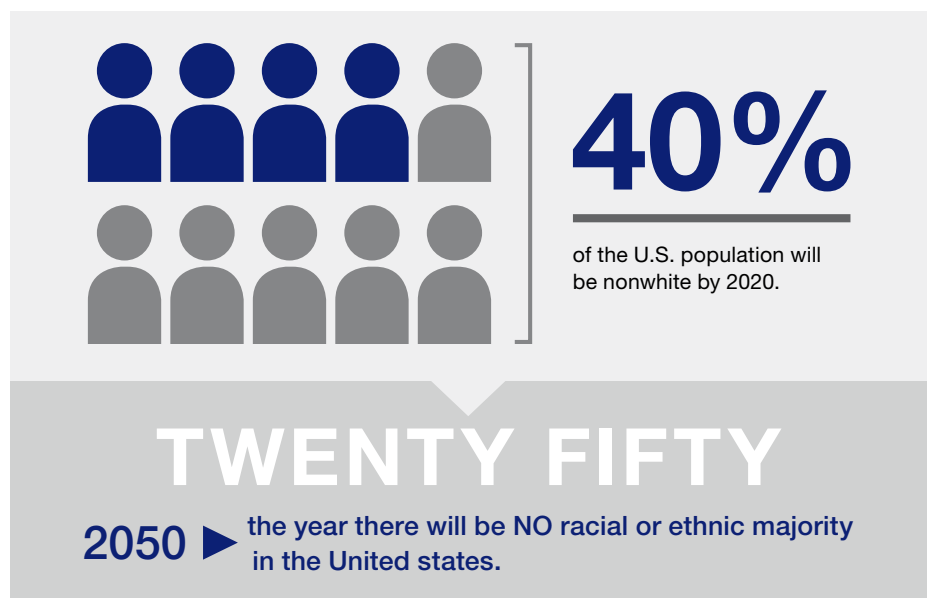
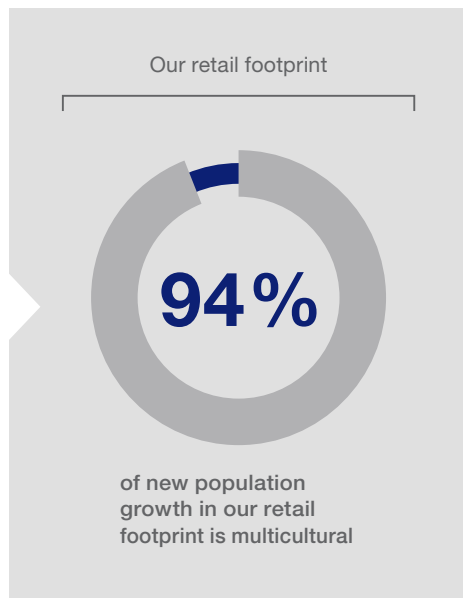
22,000+
employees participate in
our BRGs annually



Our current BRGs include:

- Alumni
- Asian Heritage
- Black Heritage
- Development Network
- Disability
- Native American
- Nosotros Latinos
- Proud to Serve (Military/Veterans)
- Spectrum LGBTQ
- Women

The business case for diversity



Companies in the top quartile for **racial & ethnic diversity** are 33 percent more likely to have financial returns above their respective national industry medians.



Companies in the top quartile for **gender diversity** are 21 percent more likely to have financial returns above their respective national industry medians.

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? The table below shares some demographic information about our employees. To a large degree, our company's employee base is a reflection of the demographics of its main business markets – mostly, the Midwest and Central areas of the United States. We know there's room for improvement when it comes to the diversity of our workforce, especially our leadership team, and by providing this data publicly on a regular basis, we hold ourselves accountable to shifting these percentages over time.

Data is updated twice a year at usbank.com/careers/workforce-demographics.html.



U.S. Bancorp Workforce Demographics (U.S.)

	Senior managers	Mid Managers	Professionals	Others	Workforce total
White	87.4%	71.4%	73.1%	64.2%	68.7%
Asian	6.9%	6.1%	13.4%	7.7%	9.5%
African American	1.6%	8.1%	6.4%	12.2%	9.5%
Native American	0.2%	0.4%	0.3%	0.4%	0.4%
Hispanic/Latino	2.7%	10.9%	4.6%	12.0%	9.0%
Two or more races	1.1%	2.4%	2.0%	3.0%	2.5%
Pacific Islander	0.1%	0.7%	0.2%	0.5%	0.4%
Female	31.5%	56.6%	48.0%	64.9%	57.3%

As of 12-31-20. "Others" is a combination of the sales and admin support EEO-1 job categories.

Awards and accolades



- ▶ Top 50 Companies for Diversity — ranked #40 on the Top 50 list, #8 Top Companies for Philanthropy, #13 Top Companies for Employees with Disability, one of 29 Top Companies for LGBT Employees (unranked list), #8 Top Company for Talent Acquisition — Women of Color and Top Company for ESG (unranked list)
- ▶ Best Company for Working Mothers, ranked 98 (Working Mother 2020)
- ▶ Best Company for Multicultural Women (Working Mother, 2018-2020)
- ▶ Best Place to Work for Disability Inclusion on the Disability Equality Index (Disability:IN, 2018-2020)
- ▶ Leading Disability Employer (2018-2020)
- ▶ Best Place to Work for LGBTQ Equality (Human Rights Campaign Foundation, 2007-2020)
- ▶ 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, 2018-2020)
- ▶ Named as an Inclusion Index company (Diversity Best Practices, 2018-2020)
- ▶ Continually recognized as a top supporter of veterans and military families:
 - Best for Vets: Employers — Military Times, 2010-2020
 - Employee Resource Group & Council Honors Award, 2014-2019
 - Secretary of Defense Employer Support Freedom Award
 - Pro Patria Award — ESGR Minnesota Committee
 - Diversity Best Practices Above and Beyond Award, 2019
- ▶ Spectrum LGBTQ and Proud to Serve Business Resource Groups honored among top 25 BRGs nationwide with Employee Resource Group & Council Honors Award (2014-2019)
- ▶ One of America's Top Corporations for Women's Business Enterprises (Women's Business Enterprise National Council, 2019)

