



# Investing in Diversity & Inclusion at Fidelity

## 2023 Highlights

At Fidelity, Diversity and Inclusion are critical to our mission of strengthening the financial wellbeing of our customers and clients.

Applying a D&I lens to our efforts yields better outcomes, and when we deliver better outcomes, we inspire better futures. We believe a diverse workforce deepens our ability to serve our clients, customers and communities, because we know a truly inclusive culture is critical for the innovation we need to be successful long-term.

### Our Five Commitments



**Diversity**  
Improving representation of our workforce at all levels



**Inclusion**  
Fostering belonging for all



**Opportunity**  
Creating new value for our customers and communities



**Transparency**  
Being open about our D&I progress



**Accountability**  
Ownership of progress across all levels

Source: Fidelity Investments 2023 Diversity & Inclusion Report  
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### Associates

**We're improving representation, development and retention.**

**42%**  
of our new hires in 2023 were People of Color.

**43% increase**  
in our diverse applicant pool from 2022.

**39%**  
of new hires in 2023 were women.

**50%**  
of interns in the U.S. identified as People of Color.

**We're fostering a culture of inclusion and high associate engagement.**

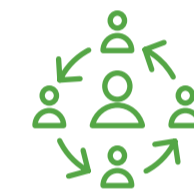
**Formed and inspired by associates**, the Neurodiversity Working Group developed tools and resources to expand the firm's neurodiversity education and knowledge to foster acceptance and mutual understanding.

Nearly **50% of associates** belong to at least one of Fidelity's ten Affinity Groups.

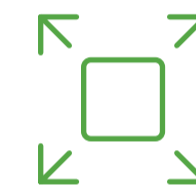
**84% of associates** said they believe that Fidelity creates a culture of inclusion.

### Customers

**We're delivering consistent, inclusive experiences informed by data and diverse community research.**



**Preparing**  
customer service teams with the resources to provide more inclusive experiences for customers



**Expanding**  
capabilities across Fidelity's digital platforms to eliminate barriers to investing



**Working**  
to make financial expertise more broadly accessible



### Community

**We're creating new opportunities for our communities.**

**Invested**  
\$480 million in Tier 1 and Tier 2 diverse suppliers, fueled by a 27% increase in spend with minority-owned businesses, and a 22% increase in spend with women-owned businesses

**Launched**  
Invest in ME<sup>SM</sup>, a \$250 million program designed to help underrepresented students complete their college education without incurring debt

**Volunteered**  
9,300 Fidelity associates through Fidelity cares

