



FIDELITY EMPLOYEE RESOURCE GROUPS AND SPECIAL INTEREST GROUPS

At Fidelity, we recognize the value that employees' individual differences can contribute to the success and future of our company. **Employee Resource Groups (ERGs)** and **Special Interest Groups (SIGs)** are self-organized groups of Fidelity employees. ERGs have common interests relating to areas such as race, ethnicity, gender or sexual orientation, or who share an affinity based on similar sets of experiences. SIGs provide each other with various types of help and support, for shared characteristics who come together for sharing coping strategies, to feel more empowered and for a sense of community.

These groups are a powerful form of engagement and development for our people and can provide a pathway to visible leadership roles. They also make a large contribution on the business helping to ensure our products and services are delivered in a welcoming and equitable environment.

EMPLOYEE RESOURCE GROUPS



Asian Employee Resource Group

The Asian Employee Resource Group (AERG) is dedicated to promoting cultural inclusion and awareness for our associates through impactful community, professional and social networking events. The AERG promotes the national and regional D&I mission of Fidelity.



Aspire

Aspire is a company-wide employee resource group focused on the professional and personal experiences of Latinx and Black Fidelity associates. Open to all interested employees, Aspire advances the professional development of our members, building bridges that lead to sustainable skills, productive networks and the motivation to maximize the value they deliver to Fidelity, our customers and the community.



FiVE - Fidelity Veteran Employees

Fidelity Veteran Employees (FiVE) is a company-wide networking and support group for military veterans and is open to all interested Fidelity employees.



Fidelity Pride (LGBTQ+)

Fidelity Pride is a company-wide resource group open to all employees interested in the workplace experiences of our Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) community.



Women's Leadership Group (WLG)

The Women's Leadership Group (WLG) is dedicated to the needs of Fidelity businesswomen looking to develop professionally and personally through networking, leadership programs, and volunteer opportunities. The WLG provides an outlet for women to share their experiences and best practices to empower each other and Fidelity to succeed in achieving their goals.



Fidelity Enable

Fidelity Enable is a company-wide employee resource group focused on creating a positive and inclusive work environment for employees of all abilities. Our mission is to empower all employees, with or without disabilities, to reach their fullest potential through greater awareness and understanding. Fidelity Enable also strives to reshape and strengthen the experience of our customers with disabilities, while establishing Fidelity as a destination employer.

SPECIAL INTEREST GROUPS



Women in Technology Special Interest Group

WITSIG's vision is to create, cultivate and coordinate a thriving community of women in Fidelity's technology organizations and their allies. The group provides resources and events for the WITSIG community, participates in student outreach programs and seeks to make Fidelity a talent destination for diverse technology associates. WITSIG communities are established in India, Ireland, Kentucky, New England, North Carolina, Texas, Utah and Colorado.



Raise

Raise, Working Parents and Caregivers Group, is a special interest group for Fidelity associates who have kids, want to have kids in the future, and/or take care of aging parents - and all things in between. This group is designed to provide opportunities for Fidelity's caregivers to network together.



Fidelity Young Professional Network (FYPN)

Fidelity Young Professional Network organizes activities that engage young professionals and benefits Fidelity by growing a firm-wide network that inspires collaboration, engagement, retention, and morale.



Impact

Impact focuses on driving change by engaging associates in environmental sustainability efforts across Fidelity and in partnership with the global communities for a better future. This group enables associates to connect over their shared passion to address and raise awareness about environmental issues, such as climate change, environmental justice, biodiversity, waste reduction, and food and water scarcity, among others.