



# Investing in Diversity & Inclusion at Fidelity in 2022

At Fidelity, accelerating diversity and inclusion (D&I) is critical to our mission of strengthening the financial wellbeing of our customers and clients. Applying a D&I lens to our efforts will yield 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 over the long run.

We continue to apply our Investor Mindset, using data and analysis, to guide our journey on our five core D&I commitments.

## Our Five Commitments



**Inclusion**  
Fostering belonging for all



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



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



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



**Accountability**  
Ownership of progress across all levels

## Associates

### We're improving representation, development and retention

**11% increase**  
U.S. associates who identify as People of Color since 2015

**43%**  
of our 15,000 new hires in 2022 were People of Color

**42%**  
of new hires in 2022 were women

**6% increase**  
in diverse applicants from 2021

### We're ensuring inclusion and belonging

**Provided**  
debt-free education to some early-career associates

**Expanded**  
our health, family planning and domestic partner benefits

**86%**  
of associates surveyed believe "Fidelity creates a culture of inclusion"

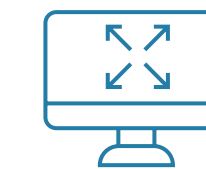


## Customers

### We're improving financial outcomes



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



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



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

## Community

### We're creating new opportunities

**Spent**  
\$350 million on diverse suppliers—a 30% increase over the past year

**Provided**  
funding and programmatic support to over 150 nonprofits for Black and Latinx youth

**Supported**  
more than 200 nonprofit community organizations across the country

**Committed**  
to launch in 2023 the Invest in ME<sup>SM</sup> initiative, a \$250 million program to support historically underserved students

