

The Depository Trust & Clearing Corporation

DIVERSITY & INCLUSION

OVERVIEW

At DTCC, we define diversity as the qualities that make each of us unique – the distinctive worldviews that foster creativity and innovation. We define inclusion as integrating these qualities into all aspects of our company culture to enable our business and our people to grow and evolve.

OUR D&I VISION is to harness the full array of talent, ideas and attributes offered by our global workforce to discover increasingly better ways to deliver for our clients

OUR MISSION IS to fully integrate diversity and inclusion into all aspects of the DTCC community by fostering an environment where every employee is valued, respected, and feels they can play an active part in the company's success.

To that end, in 2018 **DTCC ESTABLISHED A DIVERSE TALENT MANAGEMENT AND ADVANCEMENT ORGANIZATION**, which is responsible for defining and execution of the company's strategic D&I agenda; reporting directly to the CEO and DTCC's Management Committee to foster and maintain an inclusive environment at DTCC, supporting our colleagues and helping them grow professionally and personally. DTCC encourages our employees to understand and create awareness of different backgrounds, behaviors and experiences by way of sponsoring dialogues and learning opportunities including but not limited to key topics as Intersectionality, Intercultural Competence, Unconscious Bias, Disability and Day of Understanding.

OUR STORY: ACHIEVEMENTS AND OPPORTUNITIES

ACHIEVEMENTS



COMPLETED OUR RESPONSE TO THE FIRST SEC DIVERSITY AND INCLUSION SELF-ASSESSMENT RESULTING FROM DODD FRANK 342

(Diversity Clause)



ACHIEVED HRC BEST PLACE TO WORK FOR LBGT EMPLOYEES

7 CONSECUTIVE YEARS



SEVEN ACTIVELY ENGAGED BUSINESS PROFESSIONAL NETWORKS; UNIDOS, LGBTQA, BLACK BPN, VETERAN'S, START (Early Career), ASIAN BPN, AND WINS



2018 FORBES BEST PLACE TO WORK



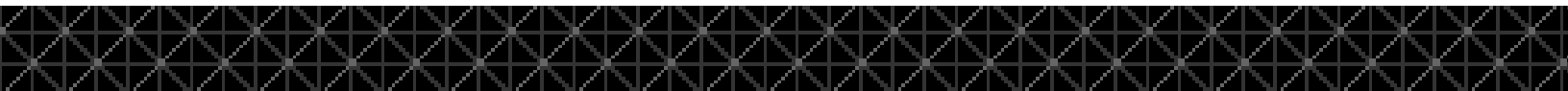
CONTINUOUSLY IMPROVED EMPLOYEE ENGAGEMENT SCORES REGARDING SENTIMENT TOWARD DIVERSITY & INCLUSION SCORING 6 POINTS ABOVE THE BENCHMARK

OPPORTUNITIES:

REPRESENTATION OF WOMEN IN LEADERSHIP POSITIONS



REPRESENTATION OF HISTORICALLY UNDERREPRESENTED GROUPS AT ALL LEVELS



DTCC's fully integrated Diversity & Inclusion's strategy, in partnership with Human Resources, has the goal of creating and sustaining a globally diverse and inclusive work environment by:

CURRENT INITIATIVES TO BUILD ON ACHIEVEMENTS & ADDRESS OPPORTUNITIES:



Attracting, hiring, and promoting diverse talent in different ways, creating accountability and promoting transparency.



Key Priorities in 2019

- » Increasing representing representation of Women of All Backgrounds at all levels by recruiting, engaging, and retaining talented women.
- » Strategic Workforce Planning
- » Refining current sourcing and recruiting practices
- » Facilitating continued integration and advancement of women (promotion targets, succession planning, internal role fulfillment)
- » Creating access to formal sponsorships
- » Providing learning and mentorship opportunities to share success stories, knowledge and experiences
- » Fostering a better experience for our women cohort and developing longer lasting career opportunities for our women executives
- » Targeted trainings and education for mid to senior level male managers to create awareness, uncover unconscious bias, drive participation and support



Identifying other diverse talent across all departments and planning for their continued growth



Developing robust pipeline candidates for (mid to senior level) and entry level roles



Establishment of accountability and transparency of our promotion and career development processes.