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All,

Our commitment to diversity is an essential element of State Street's culture.

Together, we are building an organization that mirrors the clients and communities we serve. We also recognize that providing an environment that supports a diverse, equitable, and inclusive workforce is both the right thing to do and a smart business strategy.

State Street maintains a global Equal Employment Opportunity (EEO) Policy that prohibits unlawful discrimination against employees and prospective employees. We also take our obligations as a federal contractor to maintain an Affirmative Action Program (AAP) in the United States seriously, under which we work to identify areas of underrepresentation for women, minorities, individuals with disabilities, and protected veterans. We then take good-faith, non-discriminatory steps to help increase the participation of these groups in our workforce.

Overall responsibility for administering the EEO Policy and the AAP is assigned to our Chief Diversity Officer, Paul Francisco, who also is responsible for designing and implementing the audit and reporting system described below to monitor compliance with our obligations as a federal contractor. State Street's objective with both of these initiatives is to ensure that personnel decisions are based on legitimate job requirements, and not on the basis of race, color, religion, creed, national origin, ancestry, ethnicity, age, disability, genetic information, sex, sexual orientation, gender, gender identity or expression, citizenship, marital status, domestic partnership or civil union status, familial status, military and veteran status, or any other protected characteristics. These important policies



cover various personnel matters, including recruiting, hiring, promotion, discipline, transfer, training, compensation, benefits, and separation decisions.

Furthermore, State Street prohibits the harassment of persons hired through the AAP and prohibits anyone from subjecting an employee or an applicant to harassment, intimidation, threats, coercion, or discrimination because they engaged or may engage in any of the following:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of State Street's AAP or any other state or local law concerning an equal employment opportunity for individuals protected by such requirements;
- Opposing any act or practice made unlawful by any affirmative action requirement for federal contractors or any other state or local law concerning an equal employment opportunity for individuals protected by such requirements; and/or
- Exercising any other rights protected by the affirmative action requirements applicable to federal contractors.

To ensure that our commitments to equal opportunity are being met, State Street will maintain an audit and reporting system that will, among other things, measure the effectiveness of our AAP, determine the degree to which our objectives have been attained, and indicate the need for remedial action.



I support these important initiatives and expect all State Street managers to support them as well. Thank you for all that you do, and for living our cultural values every day.

Regards,

A handwritten signature in black ink, appearing to be "Lan".