

# Standing for better

**Our commitment to  
diversity, equity, and inclusion**

Partnerships with 400+  
community and national  
organizations

Multicultural Banking  
offices with relationships  
with more than 600 diverse  
and multicultural community  
partners



## Community

In December 2021, Truist announced the launch of Sterling Capital Diverse Multi-Manager Active ETF (NYSE: DEIF) and committed \$100 million in investment capital to support its launch and increase opportunities for diverse asset managers.

Our actions to advance racial equity and social justice extend outside of Truist. In 2021, we committed \$8 million to the Mayor's Racial Equity Initiative in Charlotte, North Carolina. We also granted \$3 million to the Thurgood Marshall College Fund to provide scholarships for students at historically Black colleges and universities (HBCUs). In addition to being ahead of schedule in the lending and investment commitments of our \$60 billion Community Benefits Plan, we're on track to open at least 15 new LMI and/or majority-minority branches across our markets by the end of 2022.

\$100M


\$8M

\$3M

\$60M

# Ongoing commitments

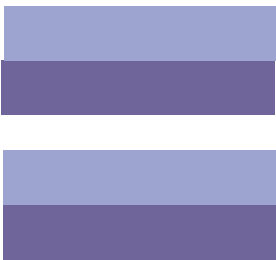
Achieved our goal to increase ethnically diverse representation in senior leadership roles to at least 15%—a year ahead of our original commitment



Continuing to achieve at least 10% spending with diverse suppliers in three years. Currently at 10.8% with total diverse spend of \$803.4M. (as of June 2022)



Our first pay equity review showed that on average the salary of women teammates is 99% of men, and the salary of racially diverse teammates is almost 100% of non racially diverse teammates. These results are strong, and we will strive to achieve and maintain pay equity.




# Teammates

- Eight Business Resource Groups with over 10,000+ members
- Required Foundations of DEI training for all teammates.
- Launched Grow, Recruit, and Accelerate Development (GRAD) program
- Partnered with 26 HBCUs for the Emerging Leaders certification program

# Diverse leadership

43%

diverse board of directors, with members either racially, ethnically, or gender diverse



21%

diverse executive leadership



# 2021 Awards

*Forbes* Best Employers for Diversity

Human Rights Campaign's Corporate Equality Index 100% score

*Fortune* Global 500 list

Readers' Choice Award by *Equal Opportunity* magazine

"Top 50 Employers" by *CAREERS* & the *disABLED Magazine*

Top 50 Employers List in *STEM Workforce Diversity Magazine*

Greater Women's Business Council TOP Corporation

U.S. Pan Asian American Chamber of Commerce – Top 35 Corporate Star Recognition

# Pledges signed

CEO Action for Diversity & Inclusion

Business Coalition for the Equality Act

Hispanic Promise

