

# Cultivating Diversity, Equity and Inclusion

Since our founding in 1985, diversity has been a key competitive advantage. We believe that having a diverse team and inclusive culture creates opportunities to better serve our clients and communities.

To enhance our commitment to diversity, we are focused on:

## EXPANDING OUR RECRUITMENT EFFORTS

ENLISTED MORE THAN **12** ORGANIZATIONS TO HELP SOURCE DIVERSE TALENT

## DEVELOPING OUR TALENT

SPONSORED MORE THAN **40** COLLEAGUES FOR MCKINSEY'S BLACK LEADERSHIP ACADEMY

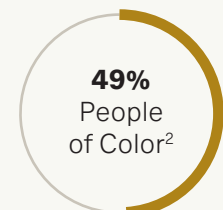
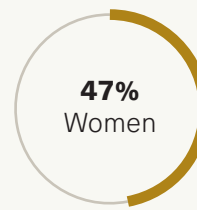
## SUPPORTING ONE ANOTHER

ESTABLISHED **5** NEW COLLEAGUE COMMUNITIES TO PROMOTE INCLUSION FOR ALL

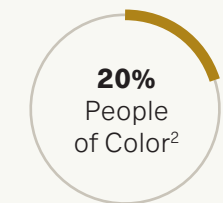
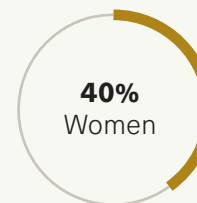
FACILITATED MORE THAN **50** DISCUSSIONS ABOUT SYSTEMIC RACISM AND BIAS

FORMED A RACIAL EQUITY ADVISORY BOARD TO PROMOTE RACIAL EQUITY INTERNALLY AND EXTERNALLY

## OUR COLLEAGUES<sup>1</sup>



## OUR BOARD MEMBERS<sup>3</sup>



**50+** languages spoken at First Republic

*We support our colleagues with comprehensive benefits designed to provide peace of mind so that our diverse workforce can focus on being its best. Additionally, we are proud to offer a **\$30 minimum wage**.*

Interested in learning more? Visit [firstrepublic.com](https://firstrepublic.com).

<sup>1</sup>Total workforce as of December 31, 2020.

<sup>2</sup> "People of Color" includes all nonwhite ethnicities as defined by the Equal Employment Opportunity Commission ("EEOC"), which include American Indian/Alaska Native, Asian, Black, Native Hawaiian/Pacific Islander, two or more races, and Hispanic or Latinx.

<sup>3</sup> Board members consist of the 10 director nominees included in the 2021 Proxy Statement.