

OUR DEI PLEDGE

Vanguard aspires to create an inclusive and equitable work environment that reflects a diverse community of talents and drives our mission to give investors the best chance for investment success. Our commitment to diversity, equity, and inclusion (DEI) is an organizational imperative and integral to our culture. We pledge to:



Create a more diverse and inclusive workplace by:

- Increasing representation of underrepresented crew at all leadership levels and throughout all functions of the organization.
- Nurturing an equitable and inclusive crew experience, fostering a sense of belonging and ensuring that all crew can bring their best selves to work.
- Implementing and evolving efforts aimed at attracting, advancing, and retaining a talented and diverse workforce.
- Building crew acumen in DEI through targeted learning experiences and dialogues aimed at strengthening our understanding of inclusion and equity.



Better serve our clients and communities by:

- Identifying and promoting representation of an inclusive community of suppliers and increase overall diversity within Vanguard's supplier base.
- Continuing to support local communities through outcome-driven philanthropy and high-impact employee volunteerism with a signature focus on early childhood education and an emerging concentration on financial wellbeing.
- Continuing to evolve efforts to better engage with underrepresented audiences and investing in products, services, and experiences that help our diverse, global clients reach their goals.



Hold ourselves accountable for progress by:

- Expecting leaders and crew to nurture inclusive environments and prioritizing building diverse teams as part of our performance standard for all crew.
- Including progress toward our representation and inclusion aspirations among the key performance indicators that impact enterprise compensation pools and levels.