



# DEI AND CSR TRANSPARENCY REPORT

**2022**

TOGETHER WE **EQUAL MORE**



## A Message From Our CEO



At Fitch, we are committed to championing sustainable practices and having a positive impact in our communities. This report gives an overview of our progress in Diversity, Equity and Inclusion (DEI) and Corporate Social Responsibility (CSR).

We launched our DEI strategy in 2022, committing to goals that will integrate DEI principles across all aspects of our business. We have set clear targets to increase the proportion of women at Executive and Managing Director level globally, and improve ethnic minority representation in the U.S. at all levels, by 2030.

To achieve this, we are gradually transforming the way we attract, hire, engage, and develop underrepresented talent at all levels across Fitch. DEI is about much more than numbers, but since the launch of our strategy we have grown the proportion of women at Executive and Managing Director level globally by 2pp to 28%. We have also increased the ethnic minority representation: at Executive and Managing Director level in the U.S. by 7pp to 22%. Our goal will always be to find and keep the best talent we can, while ensuring we have a positive culture where all talent can thrive.

I am also very pleased by the high number of Fitch employees who have shown their commitment to making a positive impact in our communities. In 2022, we had over 2,100 employees (47% of our workforce) giving their time and contributing to serve 7,565 students through various volunteering activities. I am also delighted to announce that as part of our CSR efforts we are committing to delivering 10,000 school bags by 2025 to support the education of children around the world.

Aligned to our DEI and CSR efforts we are committing to Science Based Targets (SBTi) for climate action and working towards becoming Net Zero by 2040. To achieve this, we have set an environmental roadmap with a phased approach.

I am proud of the work of Fitch employees in advancing these key areas and I am committed to supporting our ongoing efforts to grow our business ethically and sustainably.

Sincerely,

A handwritten signature in blue ink that reads "Paul Taylor".

Paul Taylor  
CEO, Fitch Group





## A Message from our Head of DEI and CSR



At Fitch we all have a responsibility to move forward with DEI and create a positive impact in our communities.

As a global leader in credit ratings, research, and analytics, it is vital that our DEI and CSR strategies are subject to the same level of scrutiny and transparency we apply to our clients. We believe that a diverse, equitable, inclusive, and socially responsible workplace is essential to a sustainable and competitive business.

This Transparency Report presents an overview of the progress we have made so far in relation to DEI and CSR, our activities to support the UN Sustainable Development Goals, our commitment to Net Zero and our aspirations for the future.

I want to personally thank all our colleagues around the world who have made a difference in the past year and who with their time, efforts and skills have contributed to our achievements.

We will continue to monitor the company's progress in relation to DEI and CSR to ensure we are on track for improvement.

I look forward to working together with colleagues, clients and partners to build an inclusive workplace, further invest in our communities, and champion sustainable business practices.

**Dr. Maria Angelica Perez**  
Head of DEI and CSR, Fitch Group



## About Fitch Group

Fitch Group is a global leader in financial information services with operations in more than 30 countries. Fitch Group is comprised of: Fitch Ratings, a global leader in credit ratings and research, and Fitch Solutions, a leading provider of insights, data and analytics. With dual headquarters in London and New York, Fitch Group is owned by Hearst.



# CONTENTS

## Building our Workforce of the Future

Talent Acquisition	5
Demographical Data Collection Campaign	5
Talent Programs	5
Gender	7
Gender Pay Gap in the U.K. and the U.S.	9
Ethnicity	10
Our Generational and Nationality Data	12

## Creating an Equitable & Inclusive Culture

Learning and Development	13
A Global Minimum Standard for Parental Support	13
Employee Resource Groups (ERGs)	14
Health and Wellbeing	15

## Industry Leadership

Social Value Collaborations	16
Fitch Learning	17
Other Initiatives	18

## Committing to a Diverse & Responsible Supply Chain

Supplier Code of Conduct	19
--------------------------	----

## Supporting our Communities

Our CSR Mission	20
CSR Partnership Highlights	21
CSR Event Highlights	23
Empowering Our Employees to Give Back	24

## Our Focus on ESG

## Appendices

Awards and Recognition	26
Our DEI and CSR Partners	27
Supporting the UN Sustainable Development Goals	28



# Building our Workforce of the Future

We are committed to a stronger, more inclusive culture where all employees can thrive, reach their full potential and be treated with respect.

We recognize that barriers still exist. That is why we ask all employees to take part in making a difference by challenging stereotypes, becoming better allies and addressing unconscious bias.

Over the past year, we have progressed this commitment via several key initiatives (presented in this section of the report). We closely track progress against the Group Gender and U.S. Ethnicity targets outlined in our DEI Strategy.

## Talent Acquisition

Our recruitment strategy sets standards to ensure our process is fair and inclusive. This includes interview training for hiring managers and their teams, gender decoding for job descriptions, review of key competencies for each role, hiring manager toolkits, partnering with diversity focused organizations, sourcing and screening of diverse candidates' slates and diverse interview panels.

### Early Talent Program

Our early talent activities focus on attracting students and graduates. Since adopting diversity targets for gender balance across our early talent cohorts in 2018, we have progressively improved gender representation, reaching 50% female participants in our 2022 Global Early Talent program cohort. Through continuous efforts on hiring more candidates from ethnic/racial and other underrepresented groups, we are proud to have increased our ethnic minority representation within the program to 54% in the U.S.

### Fitch Scholars

The Fitch Scholars Program is a diversity pipeline program that provides undergraduate students an opportunity to immerse themselves as an analyst in one of our Fitch Ratings groups for an internship placement (6 - 12 months).

The program aims to widen the participation of high performing students from underrepresented communities in finance. Scholars immerse themselves in the credit ratings process, receiving on-the-job training, mentorship and professional development along the way. In 2022, the Fitch Scholars program hired 8 scholars (5 in the U.K. and 3 in the U.S.).

## Demographical Data Collection Campaign

To gain a clearer picture of our workforce and effectively build our workforce of the future, it is essential to monitor diversity data. To do this to the best of our ability, in late 2022 we launched a demographical data collection campaign for our staff in all countries where we could legally collect data, encouraging voluntary self-disclosure of gender/gender identity, nationality, ethnicity, sexual orientation, disability, caregiving responsibilities, military service, and social mobility.

Globally, Fitch employees have begun sharing their demographical data, 1.4% disclosing having a disability, 2% identifying as LGBTQ+, 0.9% reporting being a veteran and 9% are caregivers.

As we continue promoting the campaign, we will monitor and inform our Global DEI strategy and support underrepresented groups.

## Talent Programs

Fitch's Path programs are talent and leadership development courses designed to increase the engagement and retention of diverse underrepresented talent across the organization.



### ForwardPath

ForwardPath is a year-long leadership development program designed to maximize the professional growth opportunities for our female Director-level talent and increase the number of women in senior leadership positions.

- **48 women** have completed or are currently participating in the program since we launched in 2018.
- **94%** of alumnae have been promoted or have expanded job responsibilities.
- **94%** retention of program participants.



# Building our Workforce of the Future



## Talent Programs



FitchGroup

### TalentPath

Introduced in the U.S. in 2021, TalentPath is a year-long talent development program for Fitch Associate Directors and Directors who identify as part of underrepresented ethnic minority groups.

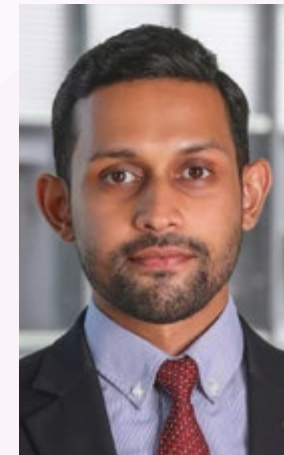
- **53** TalentPath participants since 2021 inception.
- In 2022, we expanded the program to include **U.K.** eligible employees.
- In 2022, we increased our program size by **57%**.



TalentPath has helped me appreciate the skills I have and see the value I bring to my role and team at Fitch. It has been a fantastic opportunity to meet colleagues from across the business and learn about their experiences and ambitions. The coaching element has been invaluable for me and has given me some great tools that I have already put into practice. I'm really grateful for the opportunity.

#### Rey Ahmed

2022 TalentPath Program Participant,  
U.K. BRM Structured Finance, Fitch Ratings

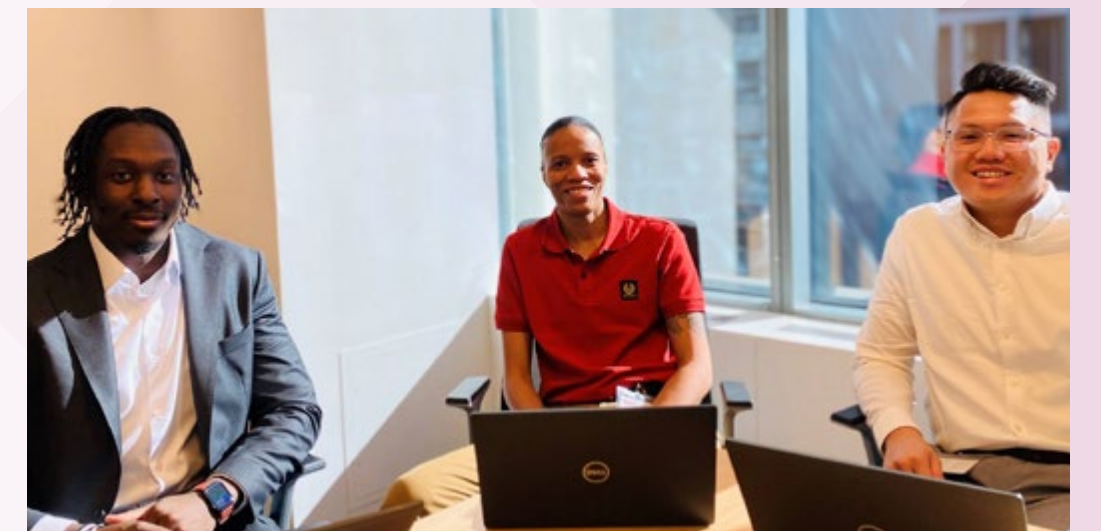


FitchGroup

### CreditPath

Fitch CreditPath is a 10-week paid program that provides transition support for professionals with financial services experience who are ready to re-enter the workforce and for US Military Veterans who are ready to jumpstart their career.

- **49** CreditPath Program **participants** since 2017 inception.
- Recent expansion to include **Military Veterans** and opportunities in Technology.
- In 2023 we welcomed **eight** full-time hires from our 2022 CreditPath 10-week Program which includes **three** US Military Veterans and **five** returning professionals.



# Building our Workforce of the Future



## Gender

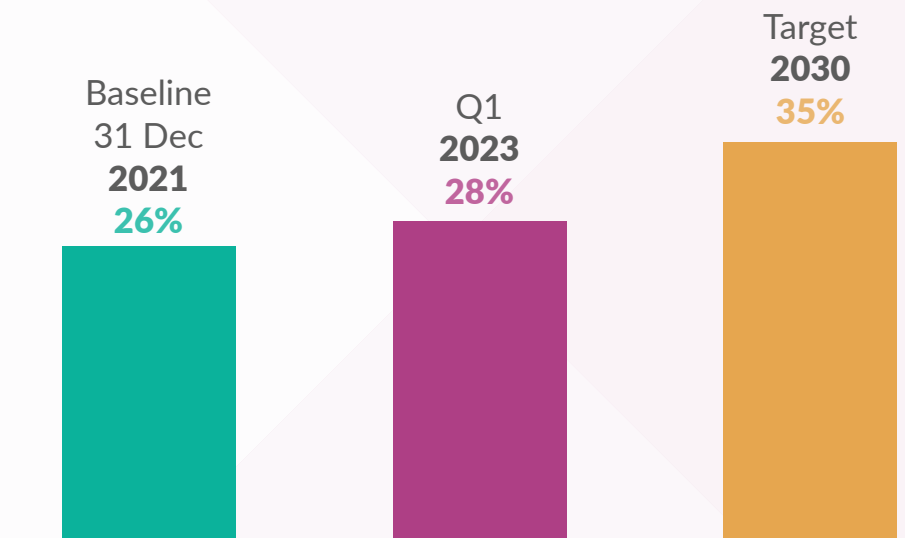
We are committed to taking action to create an inclusive environment that promotes gender equality and fosters empowerment for all women at Fitch.

We have begun making progress in our 2030 group gender target of 35% female representation at the Executive and Managing Director level - increasing from 26% at the end of 2021 to 28% in Q1 of 2023.

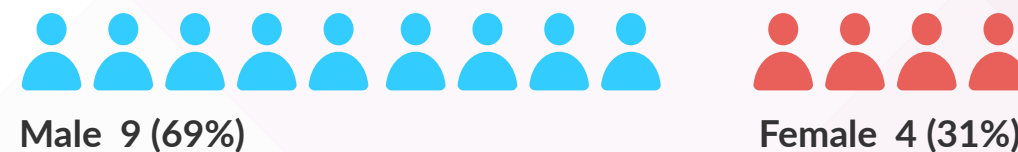
In 2022, CEO Paul Taylor signed the **United Nations Women's Empowerment Principles (WEPs)** on behalf of Fitch Group. The WEPs guide businesses on how to promote gender equality and empower women in both the workplace and the community.

### Group Gender Targets

We have begun making progress in our 2030 group gender target of 35% female representation at the Executive and Managing Director level - increasing from 26% at the end of 2021 to 28% in Q1 of 2023.

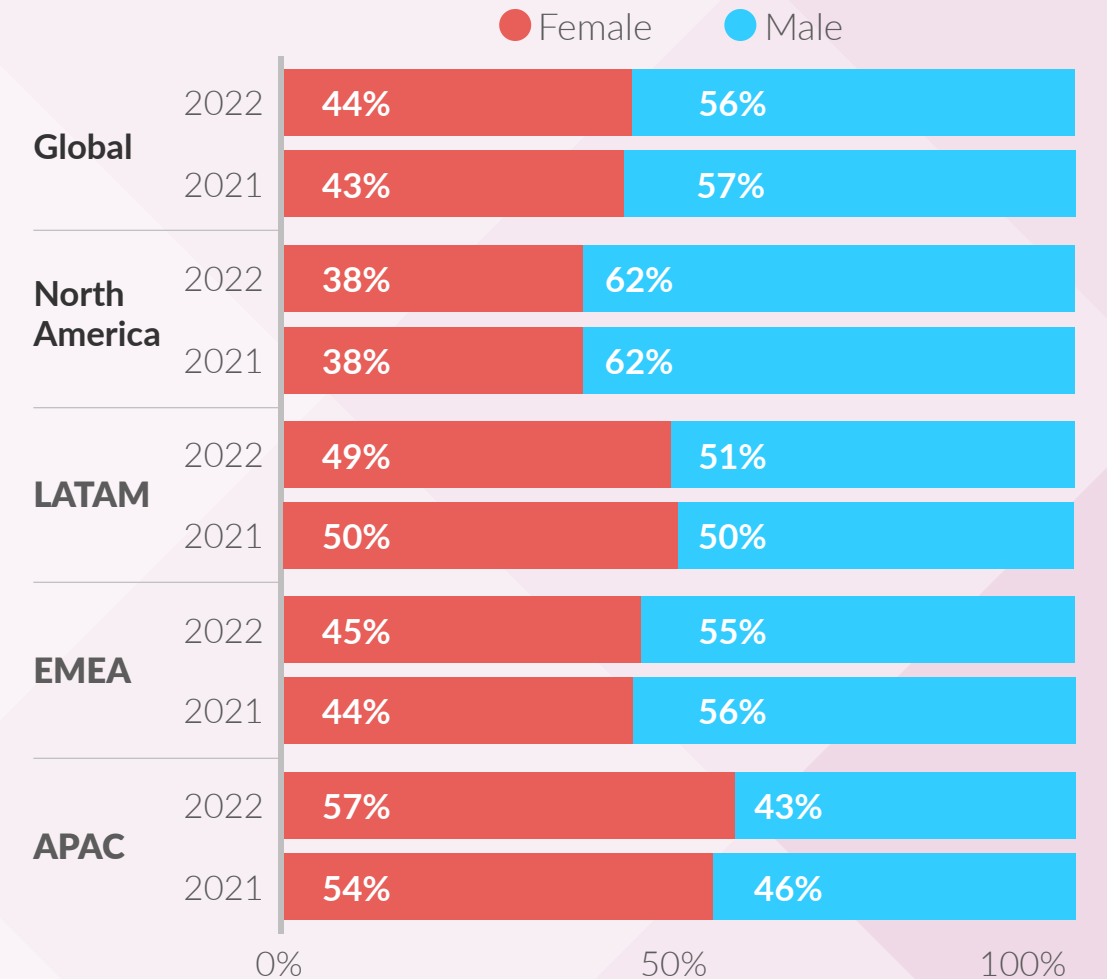


### Executive Committee 2022



Source: Fitch Group. Data as of 31 December 2022, unless stated otherwise. Permanent employees only, excludes India Ratings, Fitch Bohua, Korea Ratings.

### Global and Regional Gender Diversity

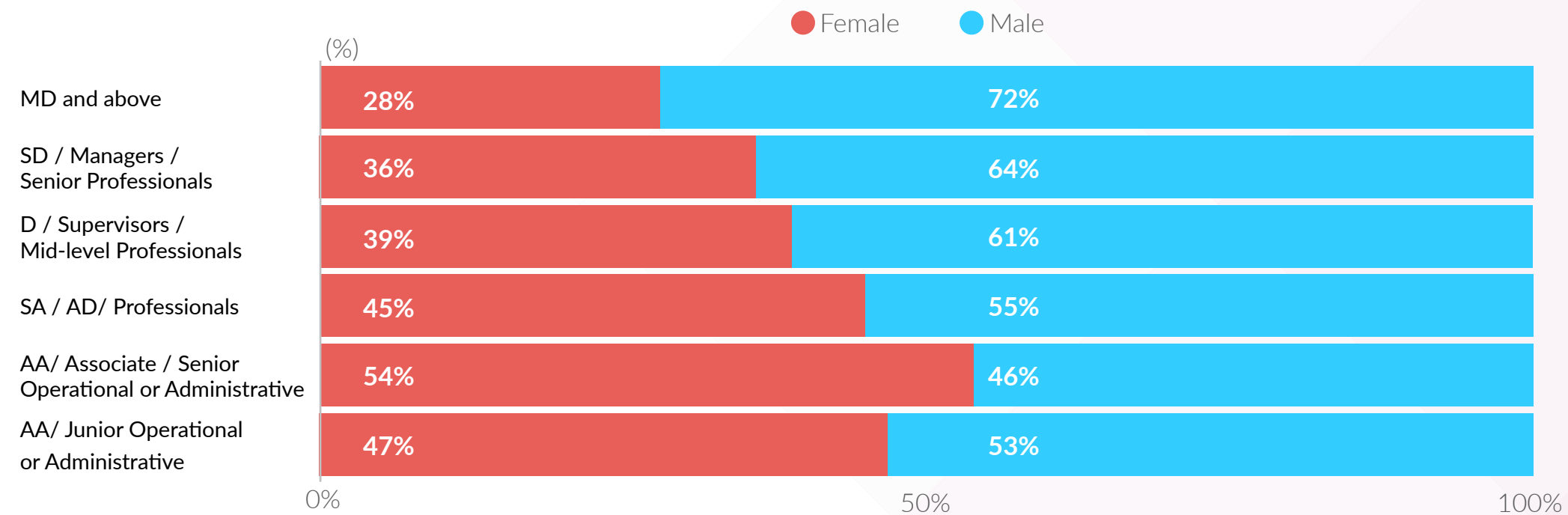




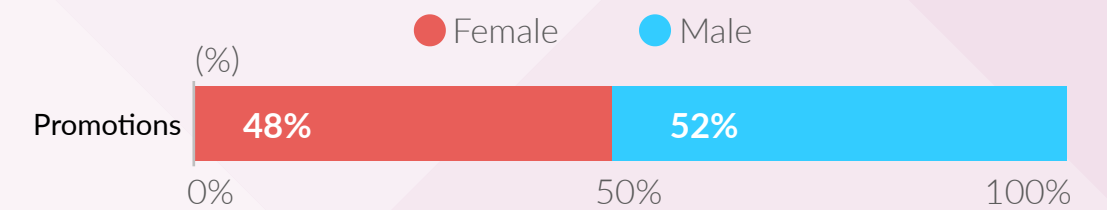
# Building our Workforce of the Future



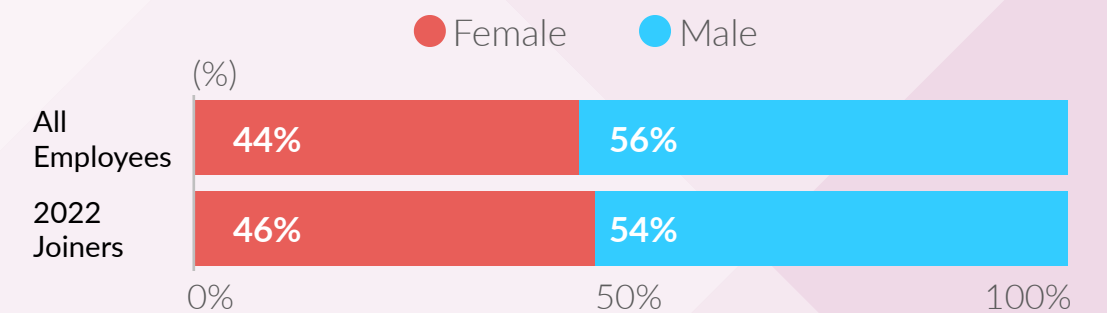
## Global Gender Diversity by Job Level



## 2022 Promotions Data - Global



## 2022 New Hires - Global



Source: Fitch Group. Data as of 31 December 2022, unless stated otherwise.  
Permanent employees only, excludes India Ratings, Fitch Bohua, Korea Ratings.





# Building our Workforce of the Future

## Gender Pay Gap in the U.K. and the U.S.

We have reported the U.K. Gender Pay Gap in Fitch Ratings since 2018. This year we added Fitch Solutions, as recent acquisitions have taken the total U.K. population above the threshold for reporting as legally required in the U.K.

The Gender Pay Gap is the difference in average earnings between men and women in an organization. It reflects the imbalance in the share of total pay created by the distribution of men and women at different levels of seniority. It is not the same as Equal Pay, which relates to men and women being paid equally for performing the same role.

Fitch is a global business and only 24% of colleagues are in the U.K. Many groups and teams are multinational, therefore, no country’s demographics are fully representative. While calculating a global gender pay gap across 30+ countries is not feasible, applying the same basic U.K. methodology to Fitch’s U.S. population accounts for around 60% of our total colleagues.

A key driver behind our mean and median gender pay gaps is the higher proportion of male employees in our highest pay quartile (Q4). Our actions to reduce the Gender Pay Gap are therefore focused on increasing the proportion of female employees and MDs, and building the pipeline of female talent at all levels within Fitch.

More information is available in our [U.K. Gender Pay Gap Report](#).

## U.K. Fitch Ratings & Fitch Group

Gender Pay Gap		Gender Bonus Gap	
25%	22%	69%	51%
Mean	Median	Mean	Median

## Fitch Solutions

Gender Pay Gap		Gender Bonus Gap	
15.5%	19.3%	53%	0%
Mean	Median	Mean	Median

Proportion of Females and Males by Pay Quartile				
Quartile	Fitch Ratings & Fitch Group		Fitch Solutions	
	Female	Male	Female	Male
Quartile 4	24%	76%	33%	67%
Quartile 3	41%	59%	39%	61%
Quartile 2	42%	58%	39%	61%
Quartile 1	57%	43%	55%	45%

## U.S. Fitch Ratings & Fitch Group

Gender Pay Gap		Gender Bonus Gap	
13%	20%	27%	31%
Mean	Median	Mean	Median

## Fitch Solutions

Gender Pay Gap		Gender Bonus Gap	
15%	11%	59%	29%
Mean	Median	Mean	Median

Proportion of Females and Males by Pay Quartile				
Quartile	Fitch Ratings & Fitch Group		Fitch Solutions	
	Female	Male	Female	Male
Quartile 4	30%	70%	16%	84%
Quartile 3	37%	63%	35%	65%
Quartile 2	48%	52%	29%	71%
Quartile 1	52%	48%	33%	67%



# Building our Workforce of the Future

## Ethnicity

Ethnicity is one of our focus areas to drive targeted change across our global footprint.

As part of our commitment to support underrepresented groups at Fitch and build our workforce of the future, we have set U.S. ethnicity targets for 2030. Our Q1 2023 results show improvements in the proportion of underrepresented ethnic minorities at the Executive and Managing Director level with an increase in Hispanic or Latinx Executive and Managing Director.

### U.K. Race at Work Charter

In 2022, Fitch joined 800 employers in becoming signatories of the [Race at Work Charter](#), an initiative designed for businesses to collectively commit to improving equal opportunities for Black, Asian, Mixed Race and ethnically diverse employees in the U.K.

### U.S. Ethnicity Targets

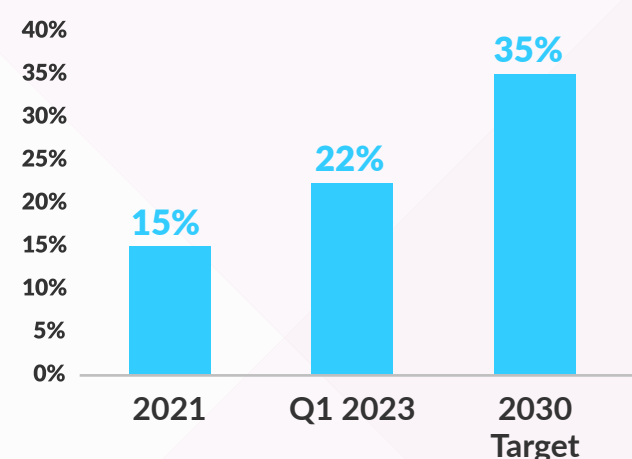
Our Q1 2023 results show improvements in the proportion of underrepresented ethnic minorities at the Executive and Managing Director level with an increase in Hispanic or Latinx Executive and Managing Directors.

### U.S. Ethnicity Targets

#### U.S. Population Metric

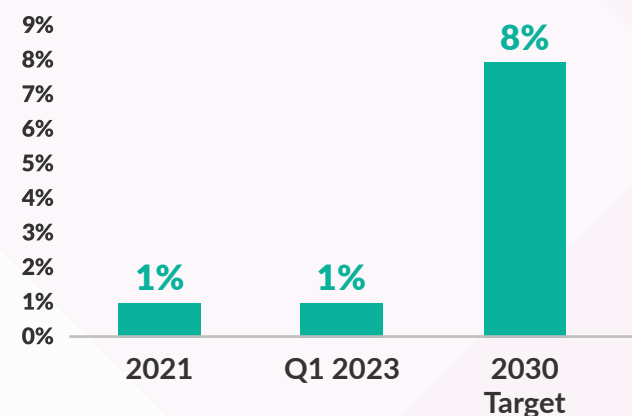
- Increase the proportion of underrepresented ethnic minorities (Asian, Black or African American, Hispanic or Latinx, and Other\*) at Executive and Managing Director level

\*Two or More Races, Native Hawaiian or Other Pacific Islander, Native American or Alaska Native



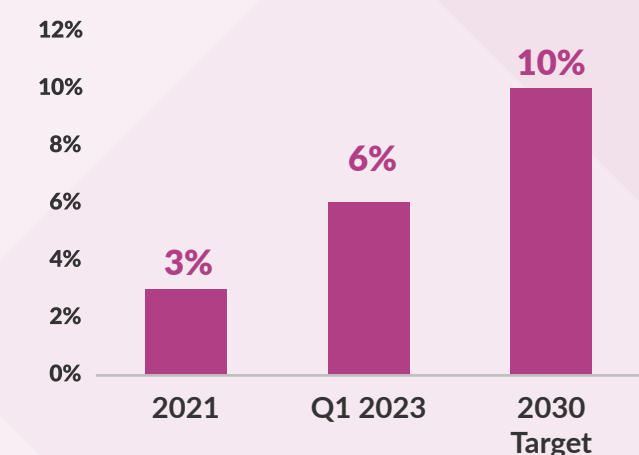
#### U.S. Population Metric

- Increase the proportion of Black and African American at Executive and Managing Director level



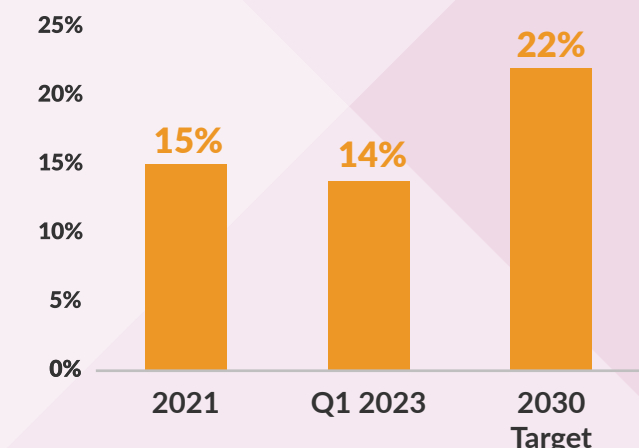
#### U.S. Population Metric

- Increase the proportion of Hispanic or Latinx at Executive and Managing Director level



#### U.S. Population Metric

- Increase the proportion of Black and African American and Hispanic and Latinx employee workforce



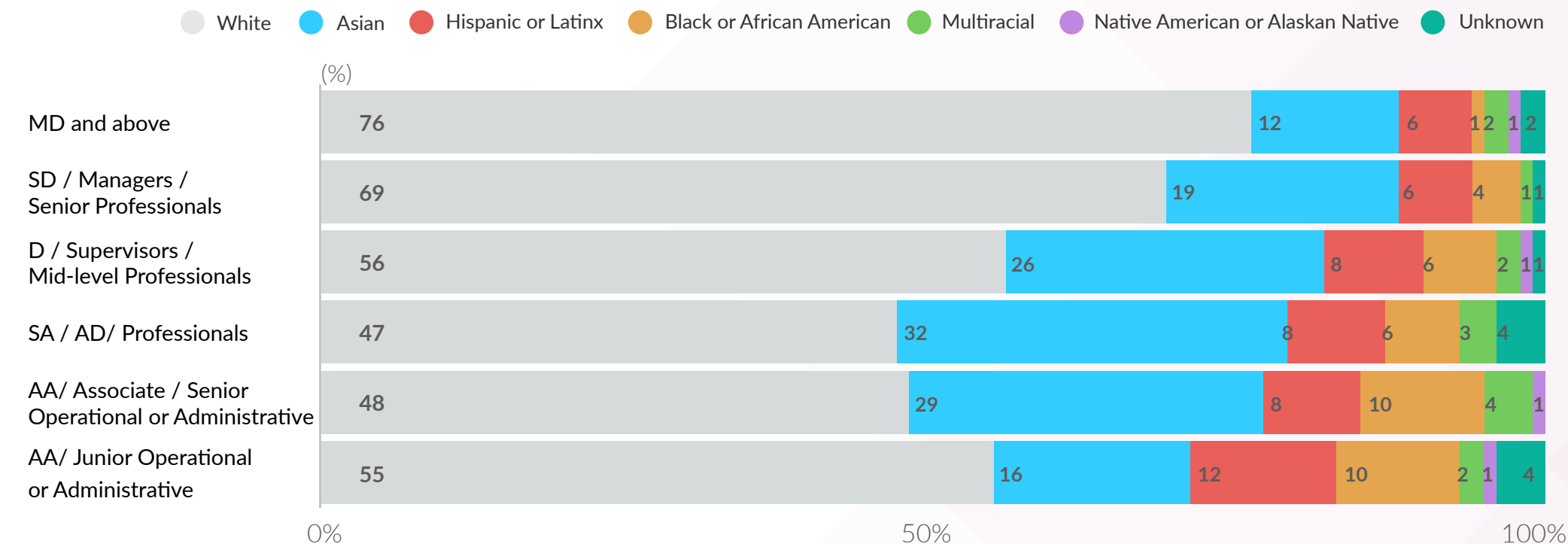
Source: Fitch Group. Data as of 31 December 2022, unless stated otherwise. Permanent employees only, excludes India Ratings, Fitch Bohua, Korea Ratings.

# Building our Workforce of the Future



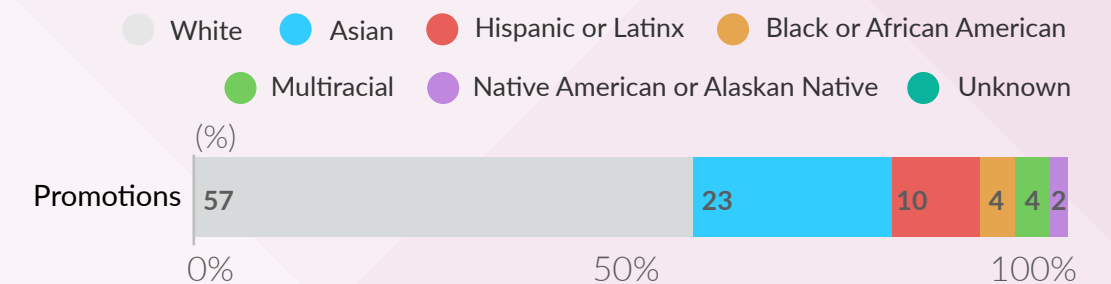
## Ethnicity Distribution by Job Level - U.S. Only

\*For U.S. employees at MD level and above, the percentage of Asian employees increased YoY from 10% to 12%, as did the percentage of Hispanic or Latinx employees from 3% to 6%.

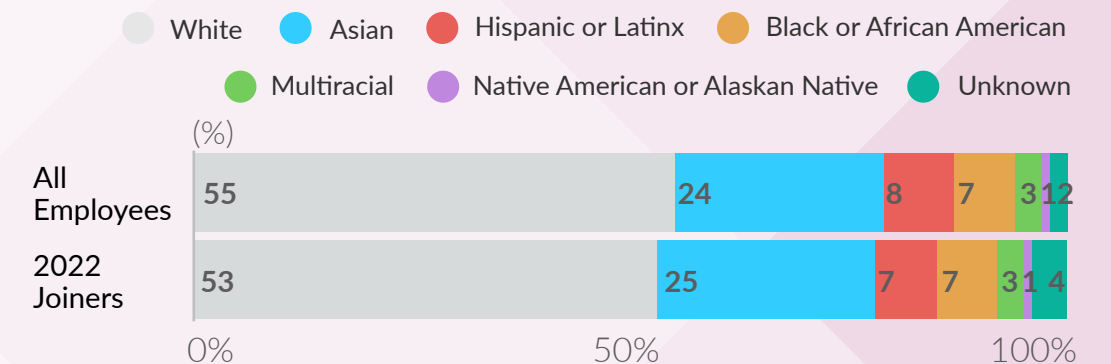


Source: Fitch Group. Data as of 31 December 2022, unless stated otherwise. Permanent employees only, excludes India Ratings, Fitch Bohua, Korea Ratings.

## 2022 Promotions Data - U.S. Only



## 2022 New Hires - U.S. Only



\*Across all U.S. employees, the percentage of Asian employees increased YoY from 22% to 24%, and the percentage of Black employees increased from 5% to 7%.



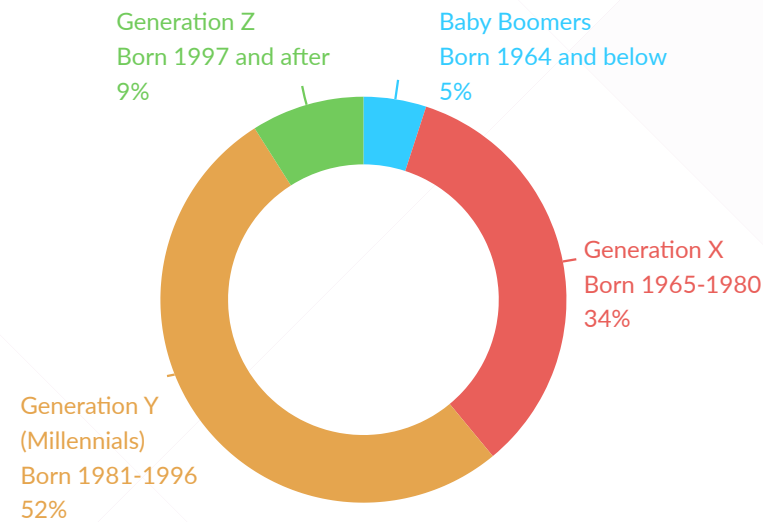
# Building our Workforce of the Future

## Our Generational and Nationality Data

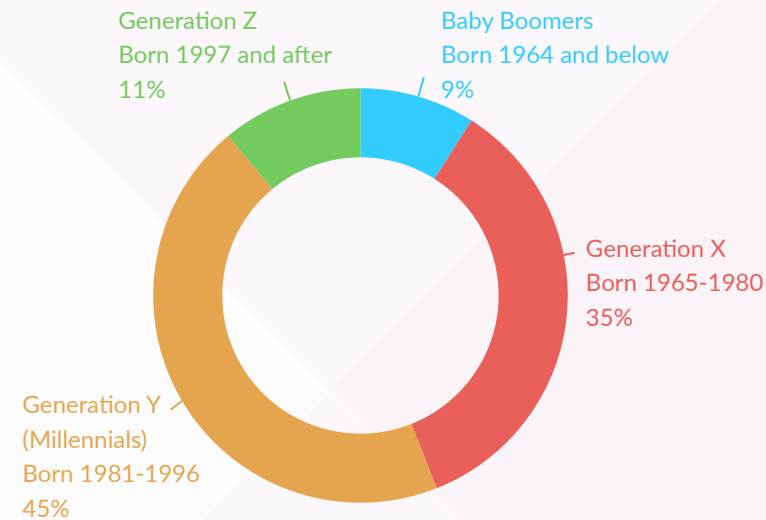
Across all regions, we saw an increase in the percentage of Gen Z employees (from 6% to 9% globally) and a decrease in Gen X employees (from 37% to 34% globally).

In 2022, 96 nationalities were represented at Fitch by 240 employees. We increased by 10 nationalities from 2021.

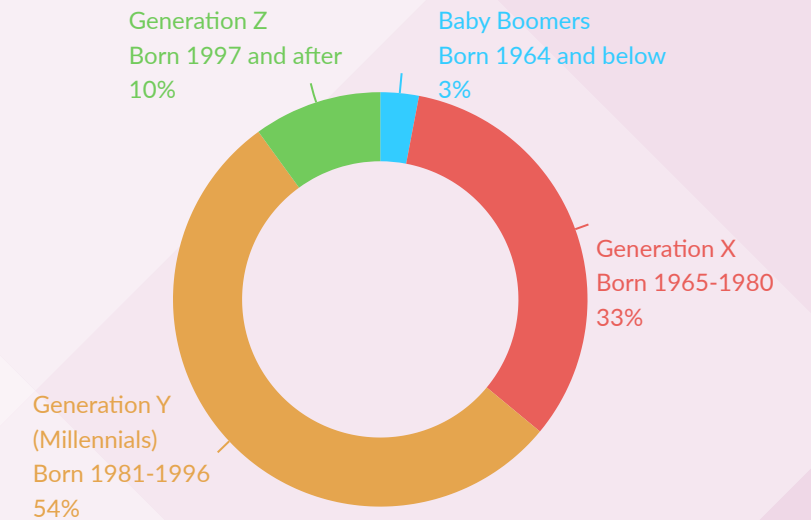
### Generation Representation - Global



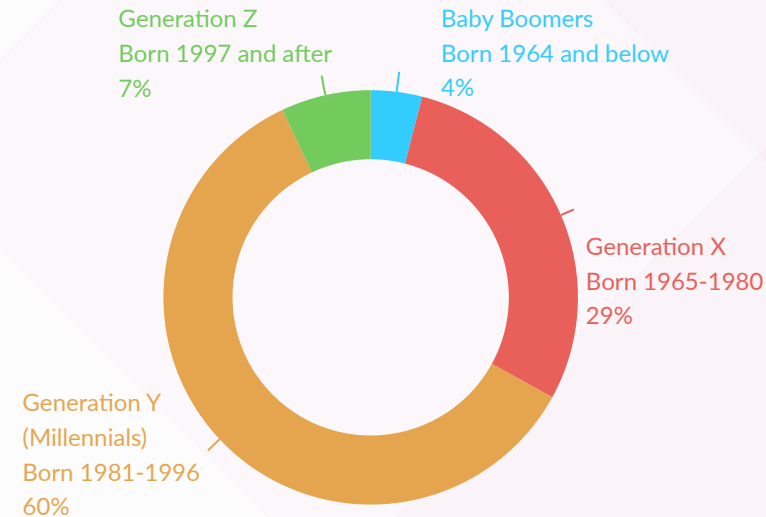
### Generation Representation - North America



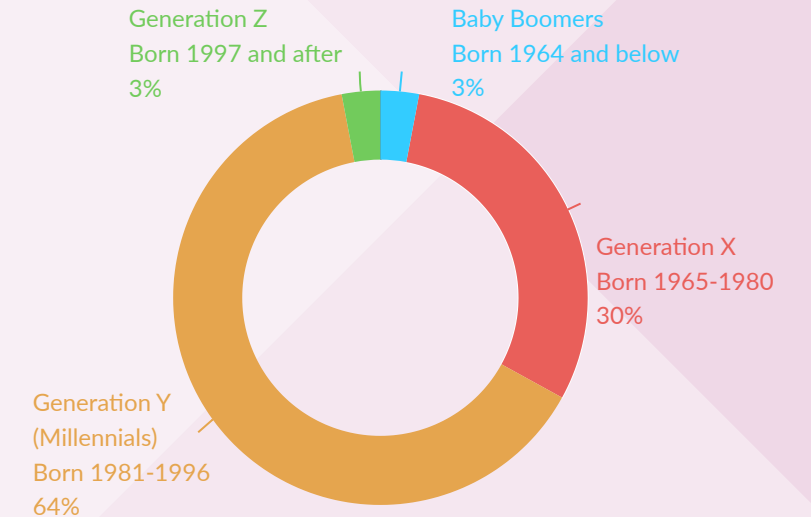
### Generation Representation - EMEA



### Generation Representation - LATAM



### Generation Representation - APAC



Source: Fitch Group. Data as of 31 December 2022, unless stated otherwise. Permanent employees only, excludes India Ratings, Fitch Bohua, Korea Ratings.



# Creating an Equitable & Inclusive Culture

We aim to strengthen our culture to empower people to be their true self, feel like they belong and be able to speak up. We integrate equity in everything that we do to embody inclusion and foster innovation, collaboration, and wellbeing.

## Learning and Development

Fitch offers employees the Us.u.all suite of learning, which introduces several trainings on important DEI topics. The training modules are meant to raise awareness about inclusivity, encourage us to confront our biases and behaviors, help us understand the impact on others, and commit to making a change.

- **362** employee participants in “Knowing Me, Knowing You” training
- **2,642** employee participants in “Minus the Bias” training
- **4,114** employee participants in “Building Bridges” training

## Building an Inclusive Culture

This is aimed at all people managers, to foster a more diverse, equitable and inclusive environment within their teams and across Fitch. Since its launch in 2019, 1,042 managers have participated in the program.

## License to Hire

License to Hire was launched in 2020 to enhance managers’ skills to enable them make objective and less biased decisions in the hiring process. To date we have had 314 colleagues attend the License to Hire workshop with 145 accreditations.

## Chairing for Maximum Impact

Our Chairing for Maximum Impact program ensures DEI principles are front and center ensuring everyone has a voice and all perspectives are heard in order to promote a robust rating discussion in our rating committee process. 353 colleagues have participated since the program’s inception.

## A Global Minimum Standard for Parental Support

We believe it is important to support colleagues as they become parents and as their families grow through birth, adoption and surrogacy. In 2023, we introduced a global minimum standard for parental support, enhancing existing maternity and paternity guidelines globally to provide a common framework for all employees.

Our new global minimum standard parental support aims to give everyone the opportunity to achieve their personal, family and professional ambitions, irrespective of gender, gender identity or gender expression, marital status, or any other characteristic protected by applicable law. The support aims to improve parental leave by offering an enhanced level of parental leave where local policies and legislation fall short. We have set a global minimum standard of 16 weeks paid leave to all birthing parents, and 10 weeks paid leave for all parents (additional for birthing parents).



As part of our commitment to creating an Equitable and Inclusive Culture, we are proud to support all new parents at Fitch with our global minimum standard of parental leave. The increase in paid parental and maternity leave is designed to support all new parents and help level the playing field for employees based in countries with less generous parental leave entitlements.

### Andy Jackson

Chief Human Resources Officer, Fitch Group



# Creating an Equitable & Inclusive Culture

## Employee Resource Groups (ERGs)

Our ERGs provide a space for colleagues to celebrate culture, improve engagement, foster belonging, have opportunities for learning and develop professionally. They play an increasing role in helping drive the DEI strategy and assisting us with understanding the needs of our colleagues, clients and communities.

We have seven Employee Resource Groups:



Fitch ERGs have worked together and with external partners across the world to create impact within and beyond Fitch. A few examples of their work include:

### Supporting U.K.'s First dedicated LGBTQ+ Museum.

Fitch was a corporate supporter of Queer Britain: **The National LGBTQ+ museum**, the U.K.'s first dedicated LGBTQ+ museum. In 2022, our Pride Network hosted an event and were welcomed to the museum by co-founder and director Joseph Galliano-Doig, who spoke of the museum as a unique space, where instead of mainly going to see artifacts, people go to "see themselves".

## Empowering Black Job Seekers

BALANCE members have contributed to opening new pathways to employment for Black job seekers. In May 2022, Fitch volunteers were part of the Premium Virtual Careers fair sharing skills and advice with 72 job candidates. The event was organized by the Metro Chapter of the **National Black MBA Association**, the Largest Network of Black Professionals in the U.S.

## Raising Awareness of Children's Mental Health

In 2022, Working Parents organized a webinar titled 'Raising Future-Ready Kids - Mental & Emotional Resilience' with external speakers to create awareness and insight into the mental health and wellbeing of children of all ages.

## Raising Funds for Charities in Asia and New York

In 2022, InspirAsian raised more than \$20,000 for charities in Asia and New York to support disadvantaged communities in Sri Lanka and won a Hearst Gives Back award as an ERG Energizer, recognizing them for their efforts.

## Earth Day: Investing in our Planet

GreenWave marked Earth Day 2023 with 19 events across the globe, including a trash collection in Poland, a global webinar on composting and a plastic recycling workshop in Singapore. In total, 250 Fitch colleagues volunteered over 550 hours of their time as part of these events.

## Mentorship to Grow Talent

We launched MentorPoint, a mentorship platform that brings together the various ERG mentoring programs.

## Sharing Stories Through Global Living Libraries

To mark International Women's History Month in 2022, the Fitch Women's Network hosted 19 'living library' events. Living libraries are a great way for colleagues to connect with the lived experiences of another person and to challenge bias and stereotypes. The women that participated shared their stories connected to a wide range of themes including cultural differences, self-advocacy, workplace bias and work-life balance.

To celebrate South Asian Heritage Month in the U.K., EMBRACE partnered with InspirAsian and the Women's Network to facilitate storytelling activities highlighting stories of colleagues of South Asian origin and leading a series of 'South Asian Voices' talks by female South Asian colleagues.



Personal stories are powerful tools to challenge stereotypes and prejudices, they can help us break the barriers of bias and create a more inclusive and respectful culture. I wanted to set an example so that others can follow and share their tools as well.

**Michele Kim**

Information Security, Fitch Group





# Creating an Equitable & Inclusive Culture

## Health and Wellbeing

At Fitch we take a proactive and holistic approach to employee wellbeing. We support building connections and networks, training and tools to help manage and improve their overall wellbeing.

Our current health and wellbeing resources include Employee Assistance Programs, Mental Health First Aiders, Wellbeing Champions and the Unmind App.

### Promoting Conversations About Mental Health

At Fitch, our Mental Health First Aiders (MHFAs) play an important role in supporting colleagues. The first cohort of the MHFAs was formed at the end of 2021. We now have MHFAs who have been trained in EMEA, APAC and North America to offer confidential support to colleagues globally in confidence as well as a network of Wellbeing Champions across all regions who play an important role in helping colleagues feel connected and supported.

Here are some words from three MHFAs on why supporting conversations in the workplace matters:



Much of the role of a MHFA is to listen – starting a conversation can often be the first step of a process and something we’re keen to promote.

**Pri Sandhu**  
Senior Director, Campaigns, Fitch Group



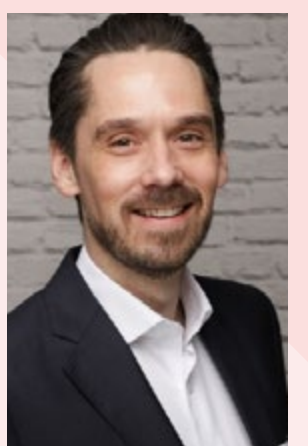
Everyone deserves a non-judgmental, listening ear that can support them through tough times. We provide a safe space to offload, recharge and be heard.

**Tracy Mbiriri**  
Premises, Fitch Group



I found out about the MHFA program and wanted to understand how I can be of help in preventing and supporting my friends, my family and my colleagues in challenging times.

**Jan Schimmel**  
Senior Director, Sales CEE, Fitch Solutions



Their training aims to prepare MHFAs to spot signs of mental health issues and provide initial support to colleagues who need assistance and signposting to relevant resources.

### Supporting Women’s and Men’s Health and Wellbeing

To mark Breast Cancer Awareness Month, Fitch Women’s Network hosted multiple public-health talks and raised close to \$4,000 for a number of breast cancer-related charities. To mark International Men’s Day and raise awareness of men’s health in November, 28 colleagues around the world raised over \$13,500 to support the Movember Foundation.



# Industry Leadership

## Social Value Collaborations

Social Value Collaborations serves as a bridge between our DEI and CSR strategy & our customers and partners. We work with industry stakeholders to support underrepresented groups to increase their skills and employability and collectively contribute to a society that is fair and equipped for the future.

### Supporting Female Talent

To reduce inequalities and empower women in the sector we supported the following initiatives:

- Fitch sponsored **The Female Quotient** Equality Lounge® @ SALT, the event brought together leaders across the financial industry to discuss the future of women in fintech, and how as a community, we can solve the most pressing issues the industry faces today.
- Partnered with **Luminary**, a career growth platform and collaboration hub created to address the systemic challenges impacting women across all industries and sectors.
- Expanded our relationship with the **CFA Institute**, we are strategic sponsors of their CFA Institute's Young Women in Investment Program. We have also supported the non-profit organization **100 Women in Finance**.

### DEI in the Structured Finance market

Sole underwriter of the **Structured Finance Association's (SFAs) inaugural DEI Symposium**. The event brought together key industry leaders to share best practices and accelerate DEI change in the Structured Finance market.

### Scholarships for Under-Represented Talent in Treasury

Fitch sponsored the '**Diversity in treasury program**' with **The Association of Corporate Treasurers (ACT)** offering free qualifications to Black and Asian students who are living in the U.K. and Europe.



ACT's diversity program with Fitch is widely popular among students as it fills an important gap in the treasury profession, which is notably underrepresented by those of ethnically diverse backgrounds.

#### Janet Legge

Chief Executive (Interim) at the Association of Corporate Treasurers

40 scholarships were given for the ACT's Certificate in Treasury Fundamentals (no entry requirements) and 10 scholarships for our Certificate in Treasury qualification, for which you need to be a qualified accountant through ICAS, ICAEW, ACCA and CIMA, or their reciprocal bodies.



It has been a very useful course throughout. I have immediately found relevance across all the topics when applying to my day-to-day roles and responsibilities.

ACT Program participant

### Supporting Diversity and Inclusion in Financial Services

Fitch Group sponsored the National Association of Securities Professionals' (NASP) **33rd Annual Financial Services Conference**. Over 600 professionals and executives across the U.S. and Africa with ties to the investment management industry gathered in Chicago to network and participate in over 30 sessions on topics ranging from ESG, private credit and closing the racial wealth gap. **NASP** is a national organization that helps women and Black and ethnic minorities to achieve inclusion in the financial services industry.

### Speed Networking Events with High Potential Students in New York

In August, Fitch welcomed students from **Breakthrough New York (BTNY)** for a Speed Networking event at Hearst Tower. Breakthrough NY is a 10-year, tuition-free program providing high potential students from low-income backgrounds with the opportunities, resources, and relationships to succeed in rigorous schools and careers.





# Industry Leadership

Fitch Learning engages with clients, and the wider financial services industry, to deliver a range of training programs and events focused on DEI. Activities include roundtables on diversity in the workforce, the Inclusivity and Women in Financial Services webinar series, and the delivery of technical and professional skills training to diverse cohorts for major clients in the financial industry.

## Career Accelerator Program

In January 2023, Fitch Learning launched its first Financial Services Careers Accelerator program, supporting young people from under-represented groups within the financial sector to secure apprenticeships. The free 10-week program covers professional skills development as well as the CISI Level 2 Fundamentals in Financial Services qualification. On completion of the program, learners received ongoing support in securing an apprenticeship within the financial services sector.

## Inclusivity and Women Financial Services Series

The Inclusivity and Women in Financial Services Webinar series was created to help women succeed in developing their career in the industry. In 2023, the series was expanded to include topics on gender neutral inclusivity as well as sessions specific to women. To date, over 1000 participants at various career stages have joined six virtual and in-person events covering topics including communication styles, overcoming imposter syndrome and unconscious bias.

In 2022, Fitch Learning also organized the ‘Advocating for Yourself’ webinar and published a report on ‘Imposter Syndrome: Microaggressions’.

## Delivering CFA Institute Training

Fitch Learning is the training provider for the CFA Institute: Young Women in Investment Bootcamp. The Bootcamp delivers four weeks of technical and professional skills training, access to Fitch Connect and the opportunity to hear from Fitch Ratings and Fitch Solutions speakers firsthand to help inspire participants and expand their professional networks. The participants then typically complete a 3-6 month paid internship arranged by the local CFA Society.



## Helping Achieve Diversity Through Apprenticeship Programs

As an Approved Apprenticeship Training Provider, Fitch Learning engages with financial services organizations, and the wider market, to help firms successfully implement apprenticeship programs and upskill their workforce. Activities have included offering insights into apprenticeships reform in the U.K. and a roundtable for employers designed to shed light on the current best practices and help them to successfully embed DE&I within their own recruitment initiatives.

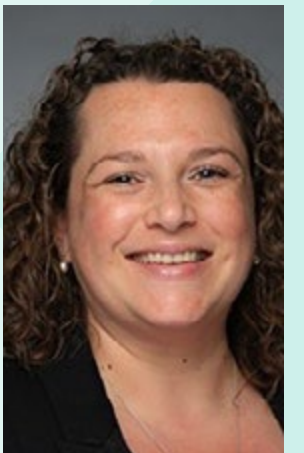
In June 2022, Fitch Learning was part of the U.K. **Festival of Apprenticeships**. Current apprentices shared their experiences about the impact of participating in programs supported by Fitch Learning.



Our clients tell us they choose to partner with Fitch Learning because of the incredibly high standard of teaching and support we provide. It is a whole team effort and, when participants tell us our training has been lifechanging, we’re incredibly proud.

**Sarah Butt**

Senior Partnerships Director, Fitch Learning





# Industry Leadership

## Supporting Black Leaders in Finance in the U.S.

In 2022, the Council of Black Leaders in Finance (CBLF) held its inaugural Annual Signature Event at Hearst Tower, bringing together Black industry leaders and allies. Fitch served as a sponsor for the event, which celebrated diversity within the financial services industry. The evening also highlighted the importance of CBLF's mission: expanding Black leadership within finance and supporting emerging Black professionals through social connection, leadership growth and business development opportunities.



**Building the CBLF platform was our attempt to adopt more intentionality in addressing issues that we and our respective firms agreed on. There are a limited number of Black leaders at the highest level of finance and growing the ranks of Black employees — especially at senior and executive levels — is good for business.**

**Kofi Effah**

Co-Chair of CBLF's Steering Committee



**This scholarship opportunity has meant so much to my family because it has opened the doors for me to be the first graduate in my family. No words can ever express my gratitude for this opportunity. It has instilled a sense of motivation and hope to me and my family.**

**Omphile Mosingathi, BSc IT**  
Pearson Institute



## Creating Pathways for Learning and Success in South Africa

Fitch Solutions gained Broad-Based Black Economic Empowerment (BBBEE) status in South Africa. This government-backed certification scheme is awarded to companies operating in the country that can show evidence of the role they play in driving social and economic change.

A key initiative under BBBEE has been the introduction of bursaries for university students. Eight students have completed a year of studies with support from Fitch in 2022, which will continue as they enter their next year of study.





# Committing to a Diverse & Responsible Supply Chain

## Supplier Code of Conduct

Our Supplier Code of Conduct aims to convey our expectation that Suppliers maintain safe working conditions, commit to inclusive, fair and respectful treatment of their employees and contractors, comply with all applicable laws and regulations and generally follow ethical business practices. For example, our Suppliers should adhere to health, safety and labor standards governing proper working conditions, should be inclusive and equitable regarding all members of their workforce, should demonstrate a high standard of financial integrity at all times, and should be respectful of the environment, following all environmental requirements and regulations.

Suppliers must disclose situations where a conflict of interest may arise, and also must avoid the appearance of a conflict between their business interests and those of Fitch. Suppliers must not commit fraud and should ensure that their actions and conduct avoid the appearance of fraud. When doing business with Fitch, Suppliers may have access to confidential information and must agree to protect it, and not use or disclose it beyond their contractual responsibilities. All suspected violations of this Code must be reported immediately via a dedicated compliance hotline.

## A Values-Driven Approach

Fitch's values are straightforward: to foster a strong and inclusive culture; to be completely transparent and fiercely independent; and to be exceptional partners to our stakeholders. Additionally, one of our key Corporate Social Responsibility (CSR) principles is to partner with excellence, supporting organizations that have a strong and credible reputation for the positive impact they have in their communities. We expect our Suppliers (and their suppliers) to align with our values and principles, adhering to responsible and sustainable business practices leveraging diverse suppliers, when possible, contributing to their communities and actively managing their own supplier relationships.



**Fitch is committed to the highest standards of ethical business conduct, and we expect the same of our Suppliers. One of our key DEI priorities is to foster a diverse and responsible supply chain. We recently implemented a Supplier Code of Conduct to facilitate the development of a supplier base that shares our commitment to ethical behavior.**

**Susan Berkenbush**

Head of Supplier Management, Fitch Group





# Supporting our Communities

Fitch established its Corporate Social Responsibility (CSR) function based on our belief that, regardless of background, everyone has the right to education. Education enables communities to maximize resources and increases upward socioeconomic mobility. It also helps build resilience in times of crisis.

## Our CSR Mission

To foster learning opportunities that equip people with the knowledge and skills to thrive and build stronger communities.

### Focus Areas

Improve Access to Education

Develop Employability Skills

We are committed to empower and encourage our employees to support our communities through different types of volunteering engagements.

### Our CSR Impact

1,216

Non-profits

Supported with a donation or volunteering activities

47%

Volunteers

Volunteering YoY growth doubled

## Engage our Employees in their Communities

We encourage our employees to donate their time, skills and financial support to causes that have a positive impact on our communities. We offer various initiatives for our employees to get involved, such as the annual Global Volunteer Week, New Joiner Reward for charities, and the Matched Giving Program. Each calendar year, all full-time employees can take two days of paid time off to volunteer for causes they are passionate about.



We are committed to supporting our communities across our global footprint. We encourage our employees to give their time, expertise and financial support to have a positive impact in marginalized and underrepresented communities.

Michelle Adler  
Head of Marketing, Fitch Solutions



10,508

Volunteer hours

Over 2,100 employees donated time and skills to non-profit organizations

11,712

Beneficiaries

78% of volunteer activities focused on supporting our beneficiaries learning and career paths





# CSR Partnership Highlights

We aim to build long-term partnerships and innovative programs to bring positive impact in communities around the world, particularly where our employees live and work.

## Empowering Girls in the U.S., Mexico, Spain and Singapore

Fitch and Inspiring Girls International launched a partnership to inspire and empower young girls to achieve their career aspirations. The partnership will scale over time and expand across different geographies, with the first year's partnership launched in the U.S., Mexico, Spain and Singapore.



We had the opportunity to share our personal and professional paths with the girls. We encouraged the girls to follow their dreams and fill their lives with purpose, no matter the challenges and obstacles.

**Maria Pia Medrano Contreras**

Director, Corporate Ratings, Fitch Ratings



## Delivering School Bags to Support Access to Education

School in a Bag (SIAB) gives school bags filled with educational resources to poor, orphaned, vulnerable, disadvantaged and disaster-affected children. Through our partnership, we have held many backpacking volunteer events at our offices and supported children who are living in remote villages in India, Nepal, and the U.K., and Ukrainian refugees, with school bags and essential school supplies. SIAB is one of our key delivery partners to reach our goal of donating 10,000 school bags by 2025.



Fitch has been a fantastic sponsor of our work for the past two years. These school bags unify the children, giving everyone an equal opportunity to learn no matter where they are and their backgrounds.

**Luke Simon**

Ceo, School in a Bag



## Empowering Students in the U.S.

Publicolor is a nonprofit youth development organization that uses design-based programs to empower students facing life challenges to achieve academic and career success. Through the Paint Club program, they pair students with volunteers to transform schools and community facilities while allowing them to discuss topics from interests and studies to career paths. Publicolor also provides their students with mentoring programs, academic support, career advice, and life-skills classes and scholarships that aim to build character, self-esteem, work habits, and goal setting.



This is a great program for the youth as it preps them for real-world scenarios in the future. It was a great opportunity to have the kids take the lead on showing us volunteers the ropes and becoming leaders themselves.

**Marvin Hua**

Associate Director, Market Intelligence, Fitch Solutions





# CSR Partnership Highlights

## Running to Support Education in Hong Kong

Together with RunOurCity (ROC), Youth ONE is a youth development program that teaches high school students the basics of running while connecting them to volunteer role models from the corporate world.

Over 35 Fitch volunteers participated in weekly running sessions and knowledge workshops to support the students. Over the five-month program, students had the chance to meet volunteers from different business functions and learn about their roles and topics, such as the concept of credit ratings, CV writing, and interview skills.



I am truly delighted to have been part of our recent collaboration with Fitch and our school. It was fantastic to see students gain confidence both physically and academically.

**Mr. Wong**

Teacher, United Christian College



## Reducing Barriers to Employment through Mentorships

StreetWise Partners pairs volunteers with mentees who are unemployed or underemployed to provide them with the skills, resources and access to networks they need to secure and maintain employment. So far, 9 mentees have been hired by Fitch.



Many of the mentees are from immigrant backgrounds or the first in their family to attend college and have never had exposure to a professional network. StreetWise provides them access to mentors to help them grow and open doors to employment – such a worthwhile cause for Fitch Group to champion!

**Aishah Merchant**

Director, BRM Corporates and Structured Credit, Fitch Ratings



## Case Study: Giving Students a Head Start

The East London Business Alliance (ELBA) is a social mobility charity building connections between businesses and the local community in London. As a partner, Fitch provides internship opportunities, in-office “Student Insight Day” workshops and mentorship support for Year 10 students. In 2022, over 100 Fitch employees volunteered their time and skills to support ELBA students.

Adam Master joined Fitch as an intern through the ELBA Eagles program – a paid graduate training scheme and internship. After completing the internship, Adam became a full-time employee at Fitch. Adam shares its impact on his career goals and ambitions.



In the 12 months working across the internal sustainability functions, I worked with people from different lines of business. I worked on various projects from managing partnerships, web pages, and budgets, to researching and creating proposals for senior management. The internship has helped me understand the corporate world and be aware of my strengths and weaknesses whilst learning new skills and gaining confidence along the way. It has allowed me to confirm my interests and career path in ESG.

**Adam Master**

Associate, Market Research, Fitch Ratings



# CSR Event Highlights



## Capacity Building for NGOs in Singapore

Developing a perfect pitch deck could be a challenging task for nonprofits. As part of our commitment to creating long-term sustainable value in our communities, over 30 volunteers spent an afternoon helping strengthen four education nonprofit organizations' fundraising capabilities in Singapore.

The 'Pitch for Success' workshop began with a masterclass teaching nonprofits to create a compelling presentation for potential funders and supporters. During the practical session, the education nonprofits were paired with volunteers who helped them polish their presentation decks as well as practice and improve their pitching skills.

## Help Students Gain Equitable Access to Education

Fitch Ratings, along with other members of the Investment Grade community, came together to support making education more equitable and inclusive at the inaugural Investment Grade charity event 'Making the Grade' in September 2022.

Around 340 investment grade professionals attended the event representing most of the large investment banks, investors, issuers and law firms. The event raised more than \$430,000 for A Better Chance, a nonprofit organization that helps students from underserved communities nationwide get equitable access to higher education.

## Fitch Codeathon for Education in Chicago

A group of 30 female and non-binary students from the University of Illinois Chicago (UIC) joined forces with Breakthrough Tech Chicago for Fitch's first-ever public Codeathon.

The goal of the Codeathon was to develop a mobile application for **Vocel**, a nonprofit organization that supports underserved communities in the Chicago area with the mission to ensure that every child has the foundation to learn, grow and lead. The app will allow Vocel faculty, students and parents to instantly communicate as they participate in Vocel's various educational programs. Each participant was also awarded one of a limited run of **37 non-fungible tokens (NFTs)**, created specifically for the event.



By supporting nonprofit organizations to hone their pitching skills, we are helping to maximize their capability to seek funding to further their important work.

**Sonny Tan**

Managing Director, Head Of Sales, Amea, Fitch Solutions



An investment in A Better Chance provides a continuous positive return as our graduates embark on college, careers, and open up worlds of possibilities for themselves, their families, and our communities.

**Francisco Tezén**

President & CEO, A Better Chance



It was great to be able to convey to these students – who had regarded working in the technology industry as a nearly-unattainable goal – the validation that they have the skills to excel here and that they are welcome.

**Derek Ferguson**

Global Head of Enterprise Architecture, Fitch Group





# Empowering Our Employees to Give Back

Total Donations: **\$2,751,605**



**33%**  
Employee donors

The total employee donations increased by 44%

## Support for Ukrainian Emergency and Turkey-Syria Earthquake

Our employees collectively donated over \$150,000 to support causes helping Ukrainian refugees. Fitch also provided special paid time off and financial assistance to support employees who provided housing for refugees in the U.K. Furthermore, colleagues across offices cycled, rowed, walked, and ran a total of 22,000 kilometers in an international game of snakes and ladders and raised \$4,800 to support UNHCR and the UN Refugee Agency work in Ukraine.

Fitch employees also donated \$64,000, including company matched funding from Fitch, to support the rescue and recovery efforts to respond to the earthquake in Turkey and Syria.



## Fitch Community Champions

Fitch Community Champions is our network of over 80 passionate team members who want to take on a leadership role in mobilizing others in their offices to make a difference in their communities. This network supports our Fitch Community core mission and plays a crucial role in helping to disseminate Fitch's CSR strategy within their network. The Champions are fundamental to encouraging an engaging and purpose-driven workplace culture at Fitch.



Contributing to my community, gaining new experiences, and connecting with colleagues through volunteering have been rewarding and fulfilling. I'm proud to work for a company committed to positive social change.

**Janice Chong**  
Credit Officer, Fitch Ratings



## 'Leaders for Impact' Connects Nonprofits with Business Professionals

Leaders for Impact is a pro bono program that allows employees to support nonprofit organizations with skills-based volunteering. Twenty colleagues in New York volunteered over 500 hours of their time and expertise to help three nonprofit organizations while growing their professional skills. The consultancy services provided are worth an estimated \$301,500 fair market value.

The volunteers supported the following three non-profit organizations:

- **Tech Kids Unlimited** - researching and implementing a data management solution
- **America Needs You** - creating a revenue pricing model, market assessment and expansion plan
- **Lumity** - assisting with a strategic three-year growth plan



It was great to be able to work with Fitch colleagues across different groups and locations that I had not worked with previously. The program allowed me to enhance my skills and provided me with new ways of thinking about projects, while also giving me the opportunity to help an organization with a great mission.

**Chelsea Richardson**  
Senior Director, Fitch Ratings



## Our Focus on ESG

Environmental, Social and Governance (ESG) matters – to our people, our clients, our regulators and to wider society. At Fitch, we are committed to positive and sustainable ESG performance.

Building a more diverse and inclusive workforce is essential to our success as a business and a key component of our ESG strategy.

Our success depends on our ability to demonstrate our impact on the people and planet around us. This includes acting responsibly in all aspects of our business, from our culture and how we operate to how we engage with our stakeholders. ESG considerations help us to define what success means for us and are an important part of how we do business.

### Sustainable Fitch

Sustainable Fitch provides insights, tools and data that have been designed and built exclusively to help bring clarity to the ESG financial community. Its primary focus is providing transparent, objective and substantive data that enables confidence in decision-making.



In 2022, Sustainable Fitch added to its growing suite of products with the introduction of **ESG Ratings**. Sustainable Fitch also launched **ESG Scores for Leveraged Finance** a market-first ESG assessment for the LevFin market.

### Sustainable Fitch Insights

Our Sustainable Fitch Insights explore challenges and solutions to achieving the UN Sustainable Development Goals. Our in-depth research and commentaries are designed to keep readers ahead of the curve in the dynamic world of ESG investing.

- **Indigenous Issues to Gain Traction in Just Transition Plans**
- **Taxonomies, Mandatory Climate Disclosures and ESG Fund Rules Gain Ground**
- **ESG Regulations and Reporting Standards Tracker – May 2023 Highlights**
- **Sustainable Cities: Transportation**

### COP27

As part of Sustainable Fitch’s continued efforts to support and facilitate greater understanding of ESG risk issues, we were one of the sponsors at the World Climate Summit – The Investment COP at COP27 in Egypt. Over 35,000 participants gathered in Sharm El-Sheikh over a 2-week period, in an effort to further commitments around tackling climate change. The Investment COP hosted over 300 senior in-person attendees, and over 1,000 participants who joined live online. Sustainable Fitch also published a **report** summarizing the outcomes from COP27 and their likely impact.

### Our Net Zero Commitment

Fitch has committed to Net Zero by 2040 in alignment with the objectives of the Paris Agreement and the prevailing climate science. In 2022, we conducted a materiality assessment and reviewed our environmental impact, which provided insights into the development of our environmental strategy.

In 2023 and 2024, we will develop an environmental strategy, review our current emissions and how to track them, and produce our first CO2e footprint. We will also produce internal environmental awareness training and communications.





# Appendix 1

## Awards and Recognition

Fitch and colleagues have celebrated with different awards and nominations in the past year.

- Amy Smith was nominated for a second consecutive year at the Diva Awards in the Inspirational Role Model award category.
- Maria Pavlova was named one of the '50 Rising Stars in ESG' for her trailblazing work in climate risk solutions.
- Fitch Group was recognized for Best Pandemic Communications at the inaugural Simplys awards. The Simplys is a new award by **Simply Communicate** to recognize the best in employee communications.
- Dr. Maria Angelica Perez was nominated to the British Diversity Awards in the Head of Diversity category.
- Amanda Mesli from Fitch Ratings was the 2022 Rising Star honoree at the Women's Bond Club Merit Award Dinner. WBC's Rising Star award recognizes achievements and the potential of emerging leaders in the financial services industry.



Stonewall Workplace Equality Index – Silver Employer



Signatories of the Race at Work Charter



myGwork Inclusive Employer



Business Disability Forum Member



Best Place to Work for LGBTQ+ Equality



Supporting the UN Sustainable Development Goals





## Appendix 2

### Our DEI and CSR Partners

Fitch engages with a wide range of trusted partners that provide guidance and expertise and advise us on best practices to advance the implementation of our DEI and CSR strategies.










TOGETHER WE **EQUAL** MORE

# Appendix 3

## Supporting the UN Sustainable Development Goals

The UN SDGs are the blueprint to achieve a better and more sustainable future for all. We have set the following priority SDGs as part of our DEI and CSR efforts.

People		Communities		Environment	
Sustainable Development Goals					
  		  			
Aspirations	Achievements / Commitments	Aspirations	Achievements / Commitments	Aspirations	Achievements / Commitments
<ul style="list-style-type: none"> <li>• Increase by 2030 the proportion of women at Executive and Managing Director level globally to 35% from 26% and the ethnic minority representation in the U.S. to 35% from 15% at Executive and Managing Director level.</li> <li>• Empower 2,000 girls through partnership with Inspiring Girls international by 2025</li> <li>• Design of Wellbeing Strategy'</li> </ul>	<ul style="list-style-type: none"> <li>• Launch of the DEI Strategy</li> <li>• Increase in the number of women globally to 44% from 43% in 2022</li> <li>• Growth in the proportion of women at Executive and Managing Director level globally by 2pp to 28%</li> <li>• Increased the ethnic minority representation in the U.S. by 7% from 15% to 22% at Executive and Managing Director level</li> <li>• Signed the CEO Action pledge for Diversity and Inclusion and became signatories of the Race at Work Charter and the UN Women Empowerment Principles (WEPIs)</li> <li>• Supported 228 girls in 2022 through partnership with Inspiring Girls International</li> <li>• Introduced a global minimum standard for parental and maternal leave</li> <li>• Wellbeing Strategy to be introduced later in 2023</li> <li>• Launched demographic data collection in 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to provide 10,000 school bags by 2025</li> <li>• Creation of an internal mentorship platform</li> <li>• Support our Fitch Learning clients in widening industry participation with under-represented talent for apprenticeships</li> <li>• Diverse and responsible supply chain</li> </ul>	<ul style="list-style-type: none"> <li>• Provided school bags to 1,212 children in 2022</li> <li>• Fitch's first on-line mentorship platform was launched in 2022</li> <li>• To date, 1000+ participants have joined Fitch Learning's Women in Financial Services series</li> <li>• Fitch Learning launched a Financial Services Career Accelerator program to widen industry participation</li> <li>• Suppliers Code of Conduct introduced</li> <li>• Participated in the Carbon Disclosure Project in 2022 and 2023</li> <li>• EcoVadis sustainability assessment in 2023</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero by 2040</li> <li>• Launch of the environmental strategy with a commitment to Science Based Targets (SBTI)</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental roadmap designed</li> </ul>



TOGETHER WE **EQUAL MORE**