

2020 Diversity, Equity & Inclusion *Progress Report*

Comerica Bank

RAISE YOUR EXPECTATIONS®



expectations

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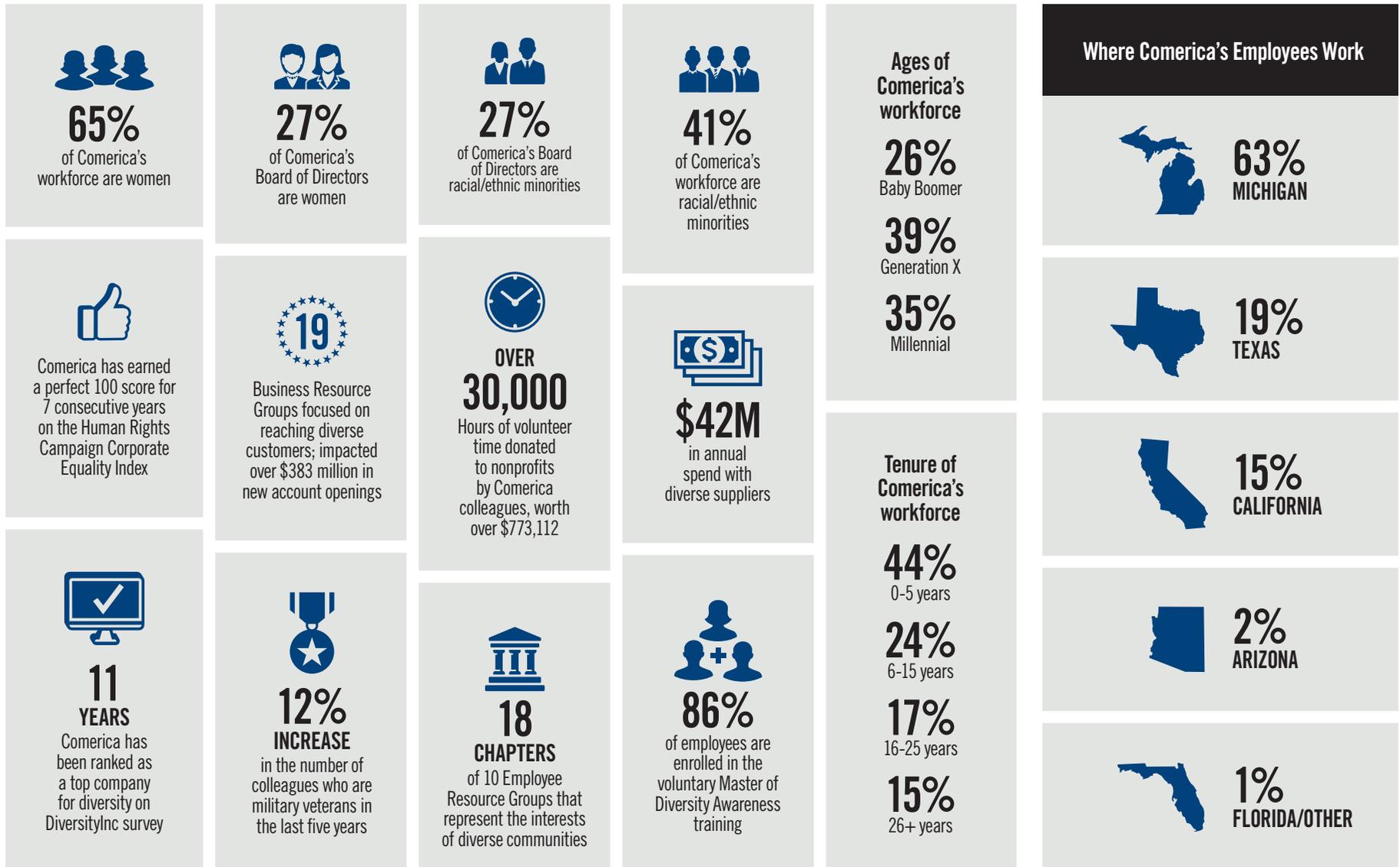
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2020 Diversity, Equity & Inclusion at a Glance



Comerica's U.S. markets. Data as of 12/31/2020.

Message From Our Chairman, President & CEO

“ Diversity is a core value of Comerica. It’s embedded in our business strategy, celebrated among our colleagues, and extended to our community and business partners. Embracing diversity and promoting inclusion makes Comerica stronger and allows us to better serve our customers. ”



Curtis C. Farmer
*Chairman, President and
Chief Executive Officer*



Message From Our Chief Diversity Officer

As you read this Diversity, Equity and Inclusion Progress Report, you will quickly discover that diversity is not only a core value of Comerica. It is also a business imperative.

The commitment of our colleagues, the support of our leadership and the outstanding recognition we've received for these efforts have helped to make us a diverse employer of choice.

Comerica has a unique culture. It is diverse, innovative and inclusive, resulting in colleagues who enjoy a tremendous work family.

We seek opportunities to stand out from the rest while promising to raise expectations of what a bank can be. Even as we make this promise to our customers, there is also a promise to our colleagues that makes Comerica who we are. Our unwavering commitment to each other speaks to the heart of our Colleague Promise.

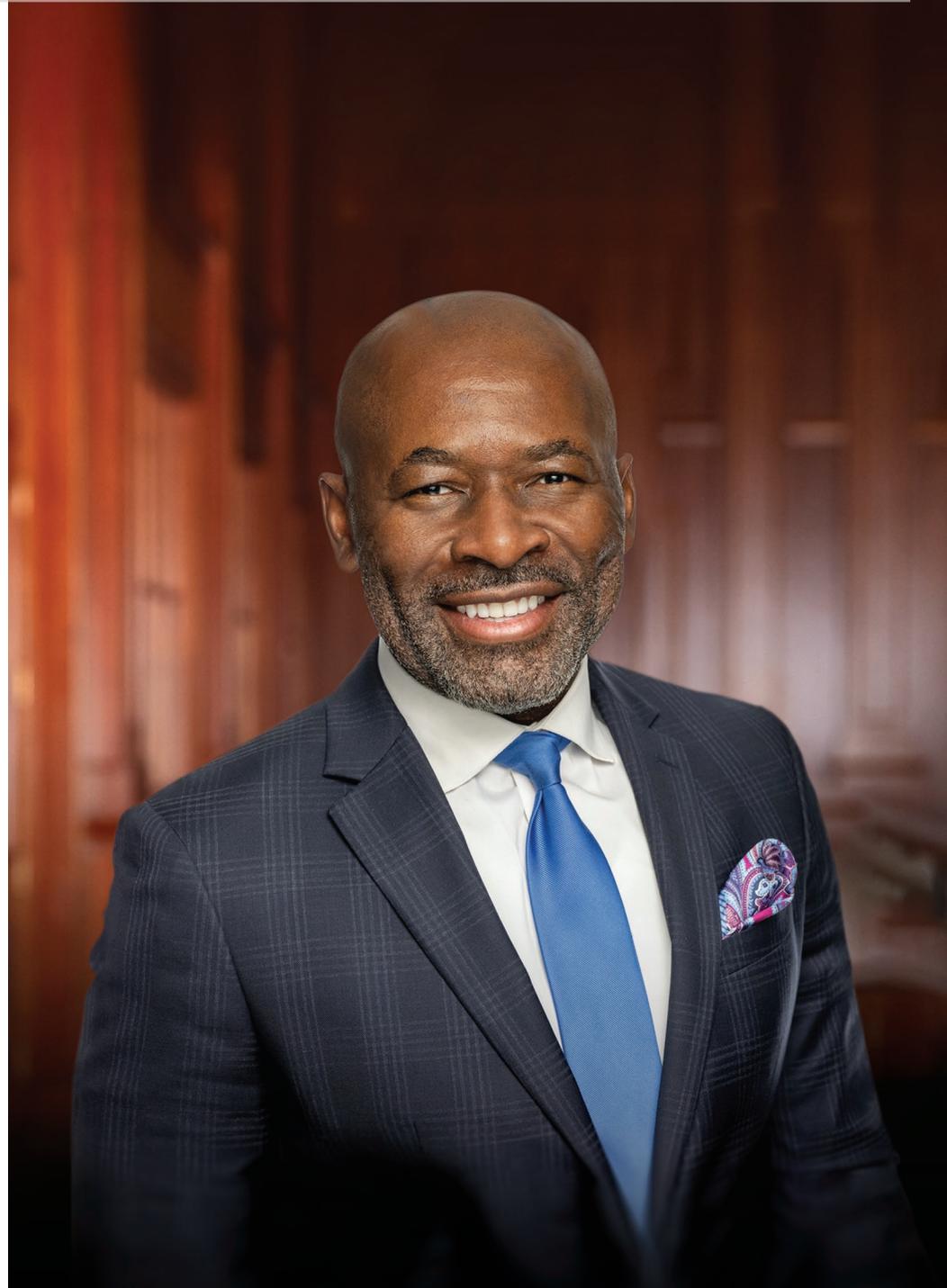
Because of the foundation of inclusion, new colleagues can assimilate into the culture while feeling welcomed right from the start. There are no outsiders.

This report provides an overview of the strong commitment our bank and our colleagues have made, and continue to make, to diversity and inclusion.



Nate Bennett

*Senior Vice President, Chief Diversity Officer and
Head of Talent Acquisition Comerica Bank*



Comerica Diversity & Inclusion in the News

Diversity has been an important priority for more than 20 years. Comerica's value sets are strong. And as a result of our deep-rooted commitment, we've been recognized for our efforts and ranked among the best companies for diversity and inclusion by national and regional publications. These rating organizations have consistently ranked Comerica among the top companies for diversity efforts.

- 11 years listed on the DiversityInc Top Regional Companies for Diversity list (ranked 3rd in 2020)
- Achieved Hispanic Association on Corporate Responsibility's Five Star rating on all Pillars
- Achieved perfect score of 100 for 7th consecutive year on Human Rights Campaign Foundation's Corporate Equality Index
- Top 50 Best Companies for Latinas to Work for in the U.S. by LatinaStyle; the 10th time Comerica has received the honor
- 11th Gold-Level Veteran-Friendly Employer certified in Michigan by Michigan Veteran Affairs Agency for our extensive efforts to recruit, train and retain military Veterans
- Recognized by Points of Light "The Civic 50," a list of the top 50 most community-minded companies in the United States

At Comerica, we're proud to be recognized for setting the example – yet we know our efforts aren't just about awards but about the impact we can make in the lives of our colleagues, customers and communities.



Our Company

Founded in 1849, Comerica Incorporated (NYSE: CMA) is a financial services company headquartered in Dallas, Texas, strategically aligned by three business segments: The Commercial Bank, The Retail Bank and Wealth Management. Among the 25 largest commercial financial holding companies in the United States, Comerica focuses on relationships and helping people and businesses be successful. In addition to Texas, Comerica locations can be found in Arizona, California, Florida and Michigan, with select businesses operating in several other states, as well as in Canada and Mexico.

Our Mission

We will achieve balanced growth and profitability by delivering a higher level of banking that nurtures lifelong relationships with unwavering integrity and financial prudence.

Our Vision

To become the highest performing, most respected and most desired bank in the markets we serve.

Our Core Values

- Customer-centricity
- Excellence
- Diversity
- Collaboration
- Agility
- Involvement
- Integrity

Our Promise

We will Raise Your Expectations® of what a bank can be.



As of December 31, 2020, Comerica had:

\$88
billion in
assets on hand

\$52.3
billion in
loans financed

\$72.9
billion in
deposits made

432 banking centers
across the U.S.

7,681 employees
(full-time employment)

Our Board of Directors

Comerica strives to have a diverse Board that represents the interests of four of Comerica's core constituencies: shareholders, employees, customers and communities. The Governance, Compensation and Nominating Committee considers diversity broadly in assessing potential director nominees. For example, the committee seeks nominees with a broad range of experience, professions, skills, geographic representation and/or backgrounds. Nominees are not discriminated against on the basis of race, religion, national origin, sexual orientation, disability or any other basis as proscribed by law.

2020 Comerica Board of Directors Composition

91%

of Comerica's Board of Directors are independent
(10 out of 11)

27%

of Comerica's Board of Directors are ethnically diverse

27%

of Comerica's Board of Directors are women

Comerica's female Directors hold key Board leadership positions, including Independent Facilitating Director and Governance, Compensation and Nominating Committee Chair.

Our [Corporate Governance Guidelines](#) outline the Board's evaluation process, which includes an annual self-evaluation of the full Board and its committees that focuses on areas for improvement.



Our Accountability & Commitment

Comerica's Diversity Statement

As one of Comerica's Core Values, our respect for diversity permeates everything we do.

Our diversity standards recognize behavior that:

- Uses and values similarities and differences in people to create a work environment that encourages creative thinking and solutions.
- Stands for social justice and racial equality for all communities and against policy and actions that create inequities within our communities.
- Recognizes and leverages the benefits from a broad range of ideas, viewpoints and backgrounds working together to produce superior products and services for a diverse marketplace.
- Embraces the inclusion of all talented and qualified individuals, regardless of differences in beliefs, experiences, backgrounds or physical characteristics.
- Treats all colleagues, customers and suppliers fairly, with dignity and respect.

As Comerica colleagues, we are unified in our desire to deliver ongoing growth and shareholder value. Yet we are also bound together by something more powerful and distinctive: an unwavering commitment to each other. We believe that our character and values define our Comerica work experience and form the foundation of a unique, caring, inclusive and collaborative culture. We believe that this appreciation for our internal relationships is manifested in our relationships with our customers and serves to distinguish us from ordinary financial institutions. In this way, every day, we are raising the expectations of what a bank can be.



Our Accountability & Commitment

Standing for Social Justice and Racial Equality

In response to the homicide of George Floyd on May 25, 2020, Comerica took decisive actions to ensure that our colleagues and communities understood Comerica's position on this senseless death and the greater issue of racial injustice.

For additional information on Comerica's long-standing commitment to diversity, equity and inclusion, visit our [Diversity Commitment](#) page on Comerica.com

“

“I think it is really incumbent upon me as your CEO and my leadership team to lead a diverse and inclusive environment for all of our employees. At the same time, I think it is critical for me to speak out, and for all of us to speak out, against racial injustices in the Black community as well as racial injustices more broadly defined.”

**Curt
Farmer**

Taking Action: Awareness + Understanding + Inclusion = Cultural Competency



Comerica Chairman & CEO Curt Farmer released a message to all of our colleagues communicating his decisive stance on racial injustice and assuring our colleagues that Comerica stands with our Black community.



Comerica managers were provided details and resources on how to conduct sessions on racial injustice with their teams and how those teams can help drive justice for all.



Our Chief Diversity Officer (CDO) met with 40 bank officers representing seven of our Employee Resource Groups and three of our Local Diversity Awareness Roundtables to hear concerns, reactions and testimony and provide feedback on how they wanted to see us respond.



Our Local Diversity Awareness Roundtables launched a series on “How to be an Ally” to demonstrate how to be an active ally against racial injustice.



We introduced our Diversity Dialogue series, the first of many conversations on racial injustice in the Black community led by our CDO and CEO featuring the testimony of our colleagues and leaders.



We offered ongoing virtual business boot camps throughout our five-state footprint in 2020 to provide under-resourced communities with the technical support and business acumen to help improve the long-term viability of their businesses.



We announced the bank would close at 2 p.m. local time on June 19, 2020, in observance of Juneteenth.



Comerica announced a \$1 million commitment over four years to the National Business League to launch the Black Capital Access Program, combining financial resources and technical assistance to support Black-owned businesses.

Our Accountability & Commitment

The Executive Diversity Committee

Internally, leadership and accountability for our diversity and inclusion efforts starts at the highest levels of the company. Our **Executive Diversity Committee (EDC)**, chaired by our President and CEO, sets the strategy and addresses key issues and topics relating to diversity and inclusion. EDC members, as well as all Senior Officers, are required to include diversity and inclusion as part of their annual performance management plan, as measured through a Diversity and Inclusion Scorecard. EDC members also include diversity objectives throughout their lines of business.

The EDC addresses important strategic issues relating to diversity and inclusion, including the attraction, retention and development of diverse employees. The EDC provides guidance in tandem with the Chief Diversity Officer who leads the Diversity and Inclusion team and implements the diversity and inclusion strategy. The EDC sets annual and long-term internal diversity goals focused on four strategic areas: Corporate Governance, Workforce Diversity, Social Impact, and Awareness and Education.

EDC Members

- CEO
- Chief Diversity Officer
- Chief HR Officer
- Chief Audit Officer
- Chief Community Officer
- Chief Financial Officer
- Chief Legal Officer
- Chief Experience Officer
- EVP Commercial Bank
- EVP Retail Bank
- EVP Wealth
- EVP Technology & Operations
- SVP Corporate Communications

EDC D&I Strategic Focus

- Diversity scorecard performance year in review
- Sustainability, Community and CRA performance report out
- Pay equity analysis review
- Board of Directors education and updates
- Racial equity and social injustice programs and policy support
- Inclusive leadership programming and education
- Environmental, Social and Governance strategic direction strategy

2021 Priorities



Advancing gender and racial equity through increased representation at the Senior Officer and Vice President levels



Complete the Pay Equity analysis and assess any needed internal modifications to compensation



Integrate Conscious Inclusion Leadership Principles into the manager competencies for all Comerica leaders



Support the CEO Action for Race and Equity objectives



Advance racial equity strategies through tight integration into our business plans

Our Accountability & Commitment

Four D&I Pillar Accomplishments



Corporate Governance

- Integrated the **D&I Scorecard** into performance standards for Senior Leaders
- Continued participation in the OMWI Self-Assessment by submitting our assessment for the **4th consecutive year**
- Spent over **\$42 million** with diverse suppliers in 2020



Workforce Diversity

- **65%** of Business Units met 'Successful' performance as measured by the D&I Scorecard
- Launched the **Mi Gente Employee Resource Group**
- Launched the **D&I Education Council** which was transformed from the Local Diversity Awareness Roundtables



Education

- Expanded the Master of Diversity Awareness to include **10 dimensions**
- Launched **Comerica's Inclusion Journey** targeting the C-Suite
- Conducted **over 20 Diversity Dialogue Sessions** reaching 5,000+ colleagues centered around the increased social unrest in our communities



Social Impact

- Contributed approximately **\$700,000** in manpower to nonprofits as a result of over 30,000 volunteer hours
- Delivered over **\$50,000** to colleagues through the Comerica Cares Colleague Relief Fund
- Delivered over **5,000 CRA-qualified** service hours

Our Accountability & Commitment

Diversity Scorecard

Comerica's Diversity Scorecard acts as the quantitative measurement tool used to ensure progress towards documented goals, both short-term and long-term.

Additionally, each Senior Officer in the company is held accountable towards contributions to achieving the goals on an annual basis.

Workforce Diversity			
Produce Equitable Gender and Racial Interview Slates	Provide Mentorship and Sponsorship	Increase Equity in Succession Plans	Increase Equity in Gender and Racial Representation
Senior Leader and VP Positions	All Women and Minority on Succession Plans	All Women and Minority on Succession Plans	Women and Minorities

Business Outreach
Increase Involvement in Business Resource Groups
Multicultural Markets Business

Social Impact		Compliance and Risk	
Increase Volunteerism in our Communities	Drive Financial Education to Low Income Communities	Expand Equity for Minority Suppliers through Inclusion	Increase Equity in Supplier Spend with Minority Suppliers
Total Hours Contributed	CRA Qualified Volunteerism	Supplier Diversity	Supplier Diversity

Our Colleagues

Workforce by the Numbers

Banking has always been a business that relies heavily on the personal relationships and the quality of service provided by employees, and one of Comerica's strengths has always been its colleagues. To meet and exceed our customers' expectations, we strive to make Comerica the preferred place to work in our markets.

We recognize our colleagues' hard work, and we are dedicated to fostering a diverse and inclusive workplace. We offer competitive wages and benefits and are committed to providing a healthy, safe and engaging working environment for all.

To help build trust and loyalty, we strive to communicate regularly, openly and honestly with colleagues, and to offer opportunities for growth through our learning and development programs. We do this to attract and retain top talent, which in turn provides our customers with the relationship banking experience they deserve.

Approximately **8,000** employees

U.S. Employee Population

65% Female

41% Minority

Age of U.S. Workforce

26% Baby Boomer

39% Generation X

35% Millennial

5 Major Markets

Arizona, California, Florida, Michigan and Texas

Located in **7** of the **15** largest U.S. Metro Areas:

Los Angeles, Dallas-Fort Worth, Houston, Phoenix,
San Francisco, Riverside-Ontario, Detroit

Our Colleagues

Workforce by the Numbers *Continued*

Executive/Senior Level Officials	First/Mid-Level Officials and Managers	Professionals	Sales Workers	Administrative Support Workers	Service Workers
Women – 31%	Women – 52%	Women – 54%	Women – 25%	Women – 80%	Women – 19%
Minorities – 19%	Minorities – 28%	Minorities – 33%	Minorities – 16%	Minorities – 53%	Minorities – 23%

	White	Black	Hispanic/Latino	Asian & Pacific Islander	Native American	Two or More Races
Executive/Senior Level Officials	81%	15%	0%	4%	0%	0%
First/Mid-Level Officials and Managers	72%	11%	9%	8%	0%	1%
Professionals	67%	13%	6%	13%	0.3%	0.6%
Sales Workers	84%	1%	3%	9%	2%	1%
Administrative Support Workers	47%	25%	19%	7%	0.2%	2%
Service Workers	81%	6%	13%	0%	0%	0%

Data on this page comprises the [2020 Employer Information Report EEO-1](#).

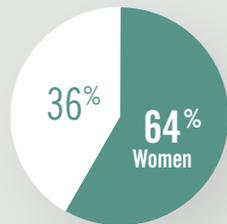
Our Colleagues

Attracting Diverse Talent

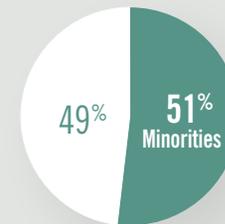
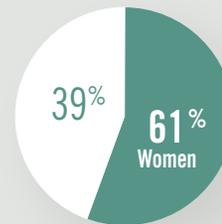
Our colleagues are critical to our business success, and the success and well-being of our colleagues is a priority. Our recruitment practices ensure that we hire the best candidates with the appropriate skill sets and values, pay appropriate and competitive wages, and provide benefits that fit our demographics. Comerica's learning and development activities provide top quality training and development for all colleagues, from compliance to skills training, and support managers and employees through counseling and facilitating talent management reviews.

To help build trust and loyalty, we strive to communicate regularly, openly and honestly with colleagues, and to offer opportunities for growth through our learning and development programs. We do this to attract and retain top talent, which in turn provides our customers with the relationship banking experience they deserve.

2020 Applicants



2020 Hires



2%

of our hires were Veterans

4%

of our hires were people with disabilities

33%

of technology applicants were minorities

89%

of technology intern hires were diverse

76%

of Commercial Bank intern hires were diverse

50%

of all other intern hires were diverse

Our Colleagues

Connecting With Our Colleagues

Employee Resource Groups

We encourage employees to form Employee Resource Groups (ERGs) comprised of colleagues with common interests. ERGs are usually formed for support, discussion and networking, as well as awareness building. **10 ERGs consist of 18 chapters** throughout California, Michigan and Texas, including:

- Comerica African American Network
- Comerica Asian American and Pacific Islander Network
- Comerica Asian Indian Association
- European Connection
- Mi Gente
- LGBT and Allies Alliance
- Quantitative Professionals
- Veteran's Leadership Network
- Women's Forum
- Young Professionals Networks



10

Employee Resource
Groups



18

chapters



2100⁺

members

Employee Resource Groups are self-initiated, organized groups of people consisting of employees with common interests and the willingness to apply those interests to support Comerica on a variety of business issues.

The mission for Comerica ERGs is for mutual support, discussion and networking, as well as awareness building with the general Comerica population or Comerica management and to **help support and sustain Comerica's Diversity & Inclusion model**. In short, ERGs are aligned to support Comerica's Equity strategy. **Generally, ERG strategic priorities include:**

- **Professional Development** – Programs and outreach that support colleague professional success.
- **Social Networking** – Building a safe place for interaction and the ability to meet others inside and outside Comerica.
- **Awareness and Inclusion** – Promotes the differences in our colleagues through positive representation and open discussion.
- **Social Impact** – Outreach activities that support programs in line with the common interests of the ERG and the community outreach interests of Comerica.
- **Talent Attraction and Retention** – ERG members assist the company in the identification of talent by making Comerica opportunities available to their networks and participating in talent acquisition events.

Our Colleagues

Our Employee Resource Groups



Comerica African American Network

Michigan & Texas

CAAN brings awareness and education to promote the African American experience. The group supports the growth of their members through professional development, mentoring and networking opportunities.



Comerica Asian Indian Association

Michigan

CASIA actively promotes the understanding of Indian culture through events and education. CASIA members can benefit from support, mentoring and networking opportunities to assist with their career growth.



Comerica Quantitative Professionals Network

Michigan & Texas

CQPN focuses on bringing colleagues together who have a shared interest in quantitative work and analytics. CQPN hosts several programs and events annually to further sharpen the professional skills of its members such as offering quarterly small courses, skill development sessions and mentorship. CQPN also provides additional opportunities for social and community engagement.

Our Colleagues

Our Employee Resource Groups *Continued*



Comerica Young Professionals Network

National

The CYP Network focuses on building a platform to support the engagement, professional development and retention for Comerica's next generation of leaders. CYP offers access to Senior and Executive leadership, social impact and mentorship opportunities.



Mi Gente

California & Texas

The Mi Gente Resource Group is purposed to cultivate unity amongst the Latino colleagues of Comerica. This goal is accomplished through collaborative efforts from our LatinX leaders and members to promote colleague advancement, cultural awareness, talent attraction and professional development.



Lesbian, Gay, Bisexual, Transgender, Allies

Michigan & Texas

The LGBTQA Resource Group is dedicated to fostering an inclusive and accepting work environment. We create a sense of community through events and programming to bring awareness and inclusion of LGBTQA persons and their Allies as well as serve as a resource for our employees.

Our Colleagues

Our Employee Resource Groups *Continued*



The European Connection

National

The European Connection (EC) is dedicated to educating colleagues in the many facets of the European culture. Supporting Comerica's community by attracting, retaining and developing talent at all levels and career paths. EC aims to empower Comerica's colleagues to develop to their fullest potential by helping them navigate and leverage Comerica's resources and networking opportunities, and while fostering a diverse and inclusive environment.



Veteran Leadership Network

National

The VLN focuses on building an internal community for Comerica colleagues who are active duty military, Veterans, Reservists, Military spouses, family and friends. VLN accomplishes this goal by providing opportunities related to professional development, colleague engagement, talent attraction and social impact for its members.



Women's Forum

National

The Women's Forum is an employee resource group committed to recruiting, developing, supporting and retaining female employees within the company. This ERG designs/creates programs to provide women in the workplace with professional and personal development activities, events and networking opportunities.

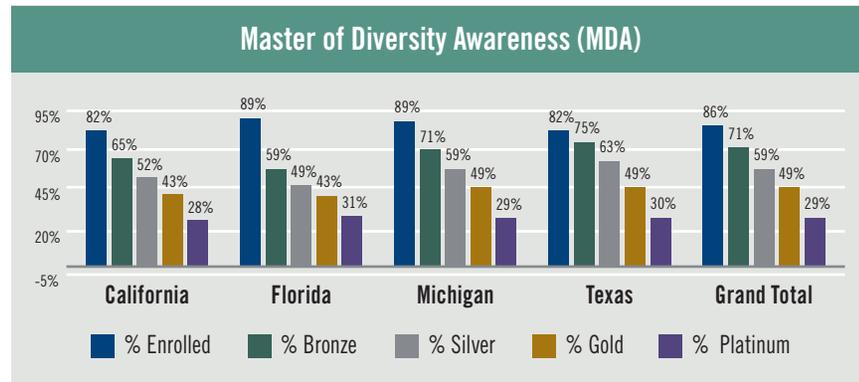
Our Colleagues

Educating Our Colleagues

Master of Diversity Awareness (MDA)

Our company-wide Master of Diversity Awareness (MDA) Program, developed by Comerica colleagues, covers ten dimensions of diversity through a variety of activities and has created a healthy competition to earn bronze, silver, gold and platinum status for achievement of different learning Levels.

MDA is a foundational program to Comerica's diversity education platform focused on creating cultural awareness amongst our colleagues.



Focused Dimensions of Diversity include:

- Age/Generation
- Cognitive Style
- Gender
- Leveraging Diversity & Inclusion in the Workplace
- Mental/Physical Ability/Appearance
- Race/Ethnicity/National Origin
- Religious/Spiritual Beliefs
- Sexual Orientation/Gender Identity
- Work/Life Balance
- Veteran/Military

Diversity & Inclusion Education

- Comerica requires Diversity & Inclusion education for all new hires, new managers and for all colleagues annually. This education is focused on promoting diversity awareness and fostering an atmosphere of inclusion in belonging in the workplace.
- The Diversity & Inclusion Department offers education sessions focused on
 - *racial and social injustice*
 - *unconscious bias and microaggressions*
- These sessions were developed in-house and facilitated within departments for leaders and colleagues. These interactive sessions provided an opportunity for colleagues to gain a deeper understanding of these topics and the impacts in the workplace.

Diversity & Inclusion Education Council

Comerica's DIEC is a council made up of Comerica employees throughout all markets. The mission of the DIEC is to develop education programs, events and/or activities to increase colleague understanding of diversity and inclusion at Comerica and help support Comerica's Diversity & Inclusion model.



DIEC's Strategic Priorities include:

Developing education programs, events and activities on a national basis focusing on topics such as D&I awareness, anti-racism (allyship, anti-racism, equity, microaggressions and unconscious bias) and inclusion.

Representing the interests and needs of the employees across the market and recommending education as necessary.

Our Colleagues

Enhancing Our Colleagues' Careers

Our colleagues are critical to our business success, and the success and well-being of our colleagues is a priority. Our recruitment practices ensure that we hire the best candidates with the appropriate skill sets and values, pay appropriate and competitive wages, and provide benefits that fit our demographics. Comerica's learning and development activities provide top quality training and development for all colleagues, from compliance to skills training, and support managers and employees through counseling and facilitating talent management reviews.

Developing Colleagues

We have created internal programs to support the development of our colleagues, including our internal Leadership Development and Emerging Leaders programs, Com-Tech college courses to help re-skill our Technology colleagues, a Managing Essentials Certificate series for our managers and organizational change management learning for all colleagues.

Retaining Colleagues

In addition to direct pay, health and welfare, and retirement benefits, Comerica provides a wide range of additional programs and special services to help colleagues meet their personal needs and goals. In 2020, Comerica added broad-based financial coaching, an Emergency Leave Policy and enhanced mental health coverage. These offerings provide additional support for colleagues to meet financial goals and to improve overall wellbeing.

44%

participants in various leadership programs since 2019 are **women**

22%

participants in various leadership programs since 2019 are **minorities**

61%

participants in the Emerging Manager Development Program are **women**

39%

participants in the Emerging Manager Development Program are **minorities**

Our Suppliers

Supplier Diversity Program by the Numbers

Comerica is committed to pursuing a diverse supplier base that encourages the growth of enterprises owned by minorities, women, Veterans, persons with disabilities and members of the lesbian, gay, bisexual, and transgender (LGBT) community. We believe an inclusive supply chain will provide the innovation, flexibility and adaptability we need to meet and exceed the expectations of our customers.

Comerica's supplier diversity initiative is based on four pillars:



Comerica also encourages the development of diverse supply chains with our current strategic supplier partners through our tier 2 program and by including requests for diversity information in all Requests for Proposals (RFPs). For more details, please refer to [Comerica's Supplier Diversity Program information on Comerica.com](https://www.comerica.com).



Our Community

Volunteerism and Grant Relief

We encourage our colleagues to share their time and expertise to support our commitment to the communities in which we operate. Our volunteer programs help drive Comerica's success by improving the lives of individuals, groups and communities in which we do business by building and managing relationships and strategic partnerships. Our colleague volunteers give their time and talent generously by participating on boards, conducting financial literacy training and providing services requested by local community groups, helping improve the communities we serve.

Contributed
30,000+
volunteer hours
to nonprofits

Comerica colleagues
completed
5,000+
CRA qualified
service hours

Distributed
\$50,000+
in grants to
colleagues in need



Log Hours

Recording hours is the best way for colleagues to demonstrate their commitment to the community and is a critical way in which we measure and track for regulatory purposes. Volunteer hours include independent activities, board service, youth sports, service at places of worship, and donating blood, to name a few.



Financial Education Brigade

The Comerica Financial Education Brigade volunteer program trains and prepares colleagues to teach personal finance courses in schools, community centers, churches and other nonprofit organizations whose members have a need in learning how to make better financial decisions.



Cares Fund Relief

This is a program that provides support for colleagues that experience a hardship recognized as a qualifying event. The Program is funded by the Comerica Cares Fund which receives corporate contributions as well as voluntary donations provided by colleagues.

Our Community

D&I External Partnerships

In addition to our Employee Resource Groups and Diversity and Inclusion Education Councils, we reinforce our commitment to inclusion and diversity by

expanding our social impact through partnering with other organizations focused on advancing and driving inclusion in the workplace:

Black Enterprise

Premiere business, investing and wealth building resource for African-Americans committed to programs and initiatives to develop Black women.

Black Tie Dinner

A nonprofit organization that raises funds for lesbian, gay, bisexual, transgender and queer (LGBTQ) supportive organizations serving North Texas through a premier event of empowerment, education and entertainment in partnership with the community.

CEO Action for Diversity & Inclusion

The largest CEO-driven business commitment to advance diversity and inclusion in the workplace, representing more than 85 industries, all 50 U.S. states and millions of teammates globally.

Executive Leadership Council

Committed to advancing the role and contributions of Black executives and preparing the next generation of corporate leaders.

Hispanic Alliance for Career Enhancement

Committed to supporting your ongoing development and advancement as a Latino professional.

Hispanic Association of Corporate Responsibility

An advocacy and leadership development organization designed to advance the inclusion of Hispanics in corporate America.

Inforum

Accelerates careers for women and is a catalyst that removes barriers and increases opportunity. See what's possible. Get there faster.

National Association of Black Accountants

Dedicated to bridging the opportunity gap for Black professionals in the accounting, finance and related business professions.

National Diversity Council

Committed to fostering a learning environment for organizations to grow in their knowledge of diversity.

Out and Equal

National organization focused on creating a culture of belonging for all through LGBTQ workplace equality.

Urban Financial Services Coalition

A nonprofit organization of minority professionals in the financial services industry and related fields. Formerly known as the National Association of Urban Bankers (NAUB).