



# Diversity, Equity and Inclusion

“DEI is embedded in our Core Value — A Force for Good — and is also a business imperative. Equity sits at the core of our DEI efforts as we work tirelessly to ensure that all colleagues have fair treatment, access and opportunity to advance at Comerica. We also seek to develop leaders with compassionate empathy to achieve two basic human needs for our colleagues: to feel their unique identity is recognized and to feel like they belong.”

**Nate Bennett**  
Senior Vice President,  
Chief Diversity, Equity and Inclusion Officer

Workforce and Board Diversity	42
DEI Governance and Priorities	44
Attracting Diverse Talent	47
Educating Our Colleagues	49
Diversity Employee Resource Groups (ERGs)	50
2023 DEI Awards	51
Supplier Diversity	52
Amplifying Our DEI Impact	53

# Diversity, Equity and Inclusion

**Our Corporate Responsibility Platform includes a commitment to promote a diverse, equitable and inclusive workforce because fostering such a culture throughout our organization and beyond makes our company stronger and helps us better serve our customers and communities.**

As Comericans, 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 our character and values define our Comerica work experience and form the foundation of a unique, caring, inclusive and collaborative culture. We believe this appreciation for our internal relationships is manifested in our relationships with our customers and serves to distinguish us from other financial institutions.

In this way, every day, we are raising the expectations of what a bank can be.

We know that DEI in the workforce will support our mission of helping people succeed. A diverse and inclusive workforce helps connect us to a wider customer base, enhances community relations and enriches our pipeline of new ideas and approaches to serve all communities. Comerica is committed to ensuring a diverse workforce, inclusive of those of different ancestries, races, colors, religions, genders, national origins, ages, physical and mental abilities, medical conditions, veteran status, marital status, heights, weights, sexual orientations and gender identities. We are also committed to protecting fundamental human rights.

“Diversity is embedded in our business strategy, celebrated among our colleagues, and extended to our community and business partners. Embracing diversity and promoting equity and inclusion makes Comerica stronger and allows us to better serve our customers.”

**Curtis C. Farmer**  
Chairman, President and CEO

## DEI Metrics at 2023 Year-End

**63%**

of Comerica U.S. colleagues are women

**43%**

of Comerica U.S. colleagues are racial/ethnic minorities

**53%**

of Comerica U.S. Officials and Managers are women<sup>7</sup>

### Accountability Commitment: Our Statement as We Stand for Social Justice and Racial Equality

**Comerica’s respect for inclusion permeates everything we do. Our inclusion 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 equity for all communities and against policy and actions that create inequities in our communities
- Recognizes and leverages the benefits of 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

<sup>7</sup> Based on EEO-1 job classifications.

## Workforce and Board Diversity

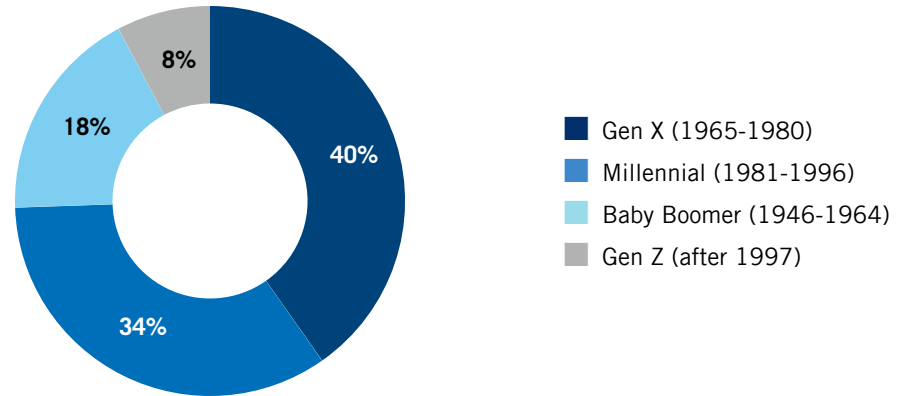
Banking is a business that relies heavily on the personal relationships and the quality of service provided by colleagues, and one of Comerica’s strengths is its colleagues. To meet and exceed our customers’ expectations, we strive to make Comerica the preferred place to work in our markets. We recognize our colleagues’ hard work and are dedicated to fostering a diverse and inclusive workplace.

Our commitment to hiring and maintaining a diverse workforce, especially in leadership positions, resulted in the following female and minority U.S. colleague composition as of December 31, 2023.

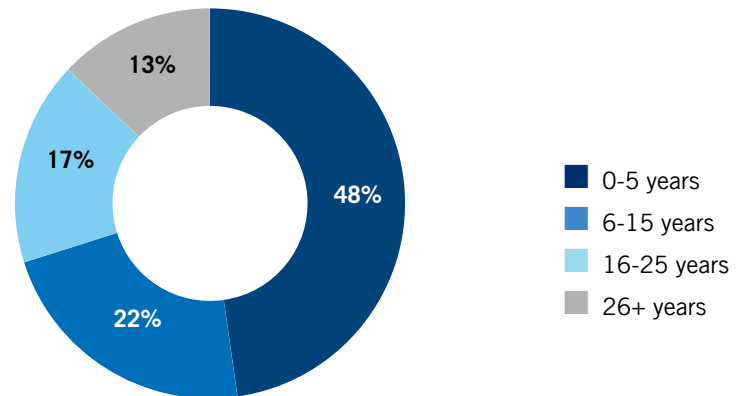
	FEMALE(%)	RACIAL/ETHNIC(%)
All Colleagues <sup>8</sup>	63	43
Officials and Managers <sup>9</sup>	53	31
Executive Officers <sup>10</sup>	41	22



### BY THE NUMBERS WORKFORCE GENERATIONS



### COLLEAGUE TENURE FOR 2023 (%)



<sup>8</sup> For further colleague diversity information by job categories, see our most recent [Employer Information Report EEO-1 Report](#) on our website.

<sup>9</sup> Based on EEO-1 job classifications.

<sup>10</sup> Using Securities and Exchange Commission definition.

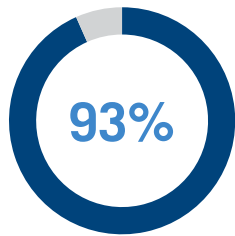
## Board Diversity

Comerica is committed to having Board diversity representing the interests of its core constituents, including shareholders, colleagues, customers and communities.

The Comerica Incorporated Board’s 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 ancestry, race, color, religion, sex, national origin, age, disability, medical condition, protected veteran status, marital status, pregnancy, weight, height, genetic information, sexual orientation, gender identity, gender expression or any other characteristic protected by federal, state or local law.

## 2023 Year-End Board Diversity Metrics

### INDEPENDENT DIRECTORS



### RACIAL/ETHNIC MINORITY DIRECTORS

40%

### FEMALE DIRECTORS

33%

Our **Corporate Governance Guidelines** outline the Board’s evaluation process, which includes an annual self-evaluation of the full Board and its committees focusing on areas for improvement, including the diversity of skills, experience, race, ethnicity and gender represented on the Board.

We added one female Board member in February 2023 (Jennifer Sampson). We also added two ethnically diverse Board members in July 2023 (Arthur Angulo and Alan Gardner). As of the 2024 Annual Shareholders’ Meeting, three directors - Michael Collins, Jacqueline Kane and Reginald Turner - have left the Board.

As reflected in our **2024 Proxy**, all of our Board members have experience and knowledge with respect to diversity, equity and inclusion.

## Diverse Board Leadership in 2023

The diversity of our Board is also reflected in key Board leadership positions during 2023, including three of our Committee chairs and our lead independent Director (whom we refer to as our Facilitating Director).



**Jacqueline P. Kane**

Governance, Compensation and Nominating Committee Chair (served as Chair until April 2023)



**Michael E. Collins**

Enterprise Risk Committee Chair



**Arthur G. Angulo**

Compliance Oversight Committee Chair



**Barbara R. Smith**

Facilitating Director

## DEI Governance and Priorities

Internally, leadership and accountability for our DEI efforts start at the highest levels of the company. Comerica’s Chief Diversity, Equity and Inclusion Officer, who reports to the Executive Director of Corporate Responsibility and the Chairman, President and CEO, manages all aspects of DEI as they relate to current and potential Comerica colleagues. This oversight includes the design and execution of internal and external Comerica DEI programs, initiatives and funding.

### Executive Diversity Committee

Our Executive Diversity Committee (EDC), co-chaired by both our Chairman, President and CEO, and Chief Diversity, Equity and Inclusion Officer, and composed of our executive leadership team, sets the strategy and addresses key issues and topics relating to DEI. EDC members, as well as all senior officers, are required to include diversity, equity and inclusion as part of their annual performance management plans, as measured through an Annual Diversity Scorecard. EDC members also include diversity objectives throughout their lines of business.

The EDC addresses important strategic issues relating to diversity, equity and inclusion, including the attraction, retention and development of all colleagues. The EDC provides guidance in tandem with the Chief Diversity, Equity and Inclusion Officer, who leads the Diversity, Equity and Inclusion team and implements the overall strategy. The EDC sets aspirational short and long-term goals focused on four strategic areas:

---



**Driving Change through Governance**



**Accelerating a Culture of Inclusion**



**Diversify our Workforce**



**Embrace our Social Impact**

---

### Executive Diversity Committee

- Chairman, President and CEO
- SVP, Chief Diversity, Equity and Inclusion Officer
- Sr. EVP, Chief Banking Officer
- Sr. EVP, Chief Administrative Officer and Chief HR Officer
- Sr. EVP, Chief Financial Officer
- Sr. EVP, Chief Operating Officer
- Sr. EVP, Chief Legal Officer and General Counsel
- EVP, General Auditor
- EVP, Chief Experience Officer
- EVP, Corporate Responsibility
- EVP, Exec. Director, Retail Bank
- EVP, Exec. Director, Wealth Management









### EDC Diversity and Inclusion Strategic Focus

- Annual Diversity Scorecard performance year in review
- Sustainability, Community and CRA performance report
- Board of Directors education and updates
- Affirmative Action Program review
- Corporate Responsibility strategic direction
- Emerging talent programming
- CEO Action for Race and Equity fellowship achievements
- Supplier diversity performance and strategy
- Inclusion and belonging strategy
- Supporting the growth and education for first-generation college students

### 2023 Priorities: Evolve to a deeply compassionate culture of inclusion and belonging

- Increase overall utilization of the available workforce for key roles in the Commercial Bank, Retail Bank, Wealth Management and Technology
- Accelerate hiring for veteran talent throughout Comerica
- Increase overall representation of individuals with disabilities
- Invest in programs to accelerate equitable career pathways for all high-potential talent

## 2023 DEI Performance Outcomes

 <p><b>Driving Change through Governance</b></p>	<p>Over <b>95%</b> of all senior leaders at Comerica met or exceeded our CRA service hour targeted goals.</p> <p><b>100%</b> of the business lines met Annual Diversity Scorecard performance goals in 2023.</p> <p>Continued <b>strong improvement</b> in our regulatory workforce performance indicators.</p>	
 <p><b>Accelerating a Culture of Inclusion</b></p>	<p>Achieved a <b>5% increase</b> in the employee engagement survey's Inclusion Index.</p>	
 <p><b>Diversify our Workforce</b></p>	<p>Increased overall employee resource group (ERG) membership by <b>over 29%</b>.</p> <p>Accelerated our <b>Veteran hiring rate and Individuals with Disabilities</b> representation year-over-year.</p>	
 <p><b>Embrace our Social Impact</b></p>	<p>Contributed <b>79,658</b> volunteer hours to nonprofits.</p> <p>Committed two colleagues to participate in the <b>CEO Action for Race &amp; Equity Fellows</b> program.</p> <p>Accelerated impact in support of producing more <b>first-generation</b> college students into STEM careers.</p>	

## Comerica Annual Diversity Scorecard

Comerica's Annual Diversity Scorecard is a measurement tool used to ensure progress towards the behaviors that promote the acceleration of an inclusive culture. Additionally, each Senior Officer in the company (including executive officers) is held accountable toward contributions to achieving the actions on an annual basis as it impacts their performance rating and thereby compensation. We believe these are areas where leaders can have a significant impact in creating the best culture to achieve maximum performance. In 2023, 100% of business units met their DEI performance goals.

### Workforce Diversity

- Produce Equitable Gender and Racial Interview Slates
- Provide Mentorship and Sponsorship
- Increase Equity in Succession Plans
- Promote Workforce Utilization

### Business Outreach

- Increase Involvement in Business Resource Groups
- Increase Multicultural Markets Business

### Social Impact

- Increase Volunteerism in Our Communities
- Drive Financial Education to Low-Income Communities
- Increase CRA-Qualified Volunteerism

### Compliance and Risk

- Enhance Supplier Diversity

## Pay Equity Commitment

Comerica is committed to investing in our colleagues in various forms such as training, development, benefits programs and equitable pay. To help support equitable pay, we use various policies and practices.

### Pay Analysis

We work annually with a third party to examine the main components of compensation, such as salaries and bonuses, by grade level and position to aid in determining if similar positions receive similar pay to the extent other factors can be equalized (e.g., time in position, performance and education). We also use a formal compensation structure that is aligned to market each year, as competitive compensation helps us keep and attract talent. We have made a corporate-wide decision to prohibit the solicitation of salary history from applicants in all of our markets and are committed to identifying and promoting best practices to reduce bias in hiring, promotion and compensation decisions.

### Pay for Performance

Comerica has a pay-for-performance philosophy to align with the interests of our shareholders. Pay decisions are based upon the assessment of individual results (both quantitative and qualitative) as well as business unit or corporate performance. Manager training on compensation practices reinforces sound compensation governance and mitigates excessive risk.

## Attracting Diverse Talent

Our colleagues are critical to our business success, and their success and well-being 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 — from compliance to skills training — provide top-quality training and development for all colleagues, and provide support to managers and colleagues through counseling and talent management reviews.

DEI is an integral part of our attraction, recruitment and promotion efforts, which include built-in fundamental practices to ensure diversity in the talent pipeline. We work hard to attract and retain the best talent from all backgrounds. Our Diversity Recruiting Strategy delivers a qualified diverse applicant pool that reflects the demographics of our markets through a focus on women, minority populations, individuals with disabilities, veterans and colleagues of varying ages.

### Recruiting Networks

In addition to connecting with diverse student organizations on college campuses and community-based organizations in our local markets, we have developed relationships and sponsored recruiting events with the following organizations:

- Association for Latino Professionals in Finance and Accounting (ALPFA)
- Arab Community Center for Economic and Social Services (ACCESS)
- Hispanic Alliance for Career Enhancement (HACE)
- National Association of Black Accountants (NABA)
- HBCU partnership – Texas Southern University & Prairie View A&M
- Handshake – Emerging Talent

Comerica was proud to partner with the National College Resources Foundation (NCRF) to sponsor Black College, Latino College and Science, Technology, Engineering, Arts and Mathematics (STEAM) Expos, the Movement Enrichment Program and the *Power of Me* tours across the U.S. The NCRF works daily to help students, young adults and adult learners get access to resources, scholarships and grants for college. Since their inception in 1999, NCRF programs and expos served more than 1.5 million students and families, secured more than \$4 billion in scholarships to students and helped more than 600,000 students enroll in college. [Click HERE to view a video of the Black College Expo experience.](#)





**2023 CANDIDATES**

**Ethnically Diverse Candidates**



**Women Candidates**



**2023 NEW HIRES**

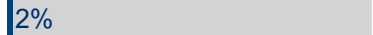
**Ethnically Diverse**



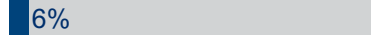
**Women**



**Veteran**

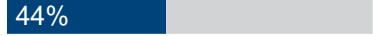


**People with Disabilities**



**2023 LEADERSHIP DEVELOPMENT PROGRAM CANDIDATES**

**Ethnically Diverse**

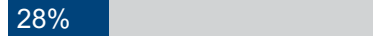


**Women**



**2023 EMERGING LEADERS PROGRAM GRADUATES**

**Ethnically Diverse**



**Women**

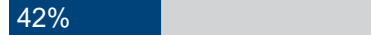


**2023 DEVELOPMENT PROGRAM HIRES**

**Ethnically Diverse**



**Women**



“At Comerica, I have experienced firsthand the power of working for a company that truly values its employees. The company's commitment to diversity, inclusion and equity is not just lip service; it is ingrained in every aspect of the organization. From the top-down, there is a genuine effort to create an environment where everyone feels respected, valued and empowered to bring their authentic selves to work.”

**Austin Fisher**  
Assistant Vice President,  
Talent Acquisition Consultant

For additional information on diverse colleague recruitment, development and retention activities, see our **Colleagues section**. Additional colleague metrics can be found in the **Colleagues Key Metrics Table** and the **DEI Key Metrics Table**.



## Educating Our Colleagues

Comerica colleagues participate in DEI education through a variety of required and elective learning programs. Comerica requires DEI education for all new hires, new managers and all colleagues annually. Comerica’s leadership team is required to include diversity, equity and inclusion in their annual performance reviews and to include diversity objectives throughout their business lines.

### Diversity, Equity and Inclusion Education Council

In 2023, we continued our education series through the Diversity, Equity and Inclusion Education Council (DEIEC), a group of more than 25 colleagues across markets and departments that promotes diversity, equity and inclusion on a corporate-wide basis through awareness, advancing thought and inclusion education. Focused on creating an inclusive organization, DEIEC’s strategic priorities include:

- Developing education programs, events and activities
- Representing the interests and needs of colleagues across our markets and recommending education as necessary
- Celebrating differences in cultures through education

#### Colleagues from all markets participated in these DEIEC sessions during 2023:

- How to Create a Culture of Inclusion and Belonging
- An Impactful Journey into Culture
- What’s the Difference between Equity and Equality?
- Unpacking our Bias to Create a More Inclusive Workplace

### Education

In 2023, 97.2% of Comerica colleagues completed their annual required DEI education provided by Comerica’s Diversity, Equity and Inclusion department. Some of the topics covered included tools and information related to diversity, equity, belonging and inclusion and how these topics benefit a diverse workforce. All new colleagues and new managers are required to take DEI education focused on leveraging diversity to create an inclusive work environment.

### Inclusion Journey

Comerica’s inclusion journey moves from solely focusing on diversity to creating a culture of inclusion and belonging. The journey consists of a multi-year strategy to improve inclusive leadership skills for executive leadership, senior officers, managers and DEI partners throughout the company. Key focus areas include improved cultural awareness, advancing empathy to build stronger compassion and building followership through valuing all identities. In 2023, Comerica completed Phase II of a multi-phase senior leader education curriculum aimed at improving our leaders’ overall inclusivity skills. Senior leaders completed the “Leading Inclusively” education, which centered around five key areas: What is the value? Aren’t we already inclusive? Am I the right person? Can I stop exclusion? How can I drive change?

### Diversity Awareness Program

Our company-wide Diversity Awareness program called MDA is foundational to Comerica’s diversity education platform focused on creating cultural awareness among our colleagues. This elective program was developed to advance the cultural awareness of the many identities that exist at Comerica. The 10 dimensions of diversity covered are:

1. Age/Generation
2. Cognitive Style
3. Gender
4. Leveraging Diversity and Inclusion in the Workplace
5. Mental/Physical Ability/Appearance
6. Race/Ethnicity/National Origin
7. Religious/Spiritual Beliefs
8. Sexual Orientation/Gender Identity
9. Work/Life Balance
10. Veteran/Military

The MDA program provides certifications at bronze, silver, gold and platinum levels. In 2023, 76% of Comerica colleagues were enrolled in the program:

MDA CERTIFICATION LEVEL	NUMBER OF COLLEAGUES
Bronze-level certified	4,452
Silver-level certified	3,742
Gold-level certified	3,154
Platinum-level certified	1,990

## Diversity Employee Resource Groups (ERGs)

Comerica continued to encourage the formation of ERGs to help support and sustain our DEI model. ERGs consist of colleagues with common interests organized to promote cultural awareness, career advancement, colleague connection and community impact. They also build awareness with the general Comerica population and Comerica management and help manage the equity versus equality conversation.

### 13 ERGs with 21 chapters in California, Michigan and Texas

- All Abilities and Allies
- Comerica African American Network
- Comerica Asian Indian Association
- Comerica Asian and Pacific Islander
- European Connection
- Jewish Heritage\*
- Mi Gente
- PRISM – LGBTQIA+
- Quantitative Professionals
- Veteran Leadership Network
- Women in Technology
- Women’s Forum
- Young Professionals Networks

*\*New group as of early 2024*

### ERG Strategic Objectives

- **Careers:** Promote programs, mentorship and outreach that support colleague professional success and external talent attraction.
- **Community:** Promote outreach activities that support programs in line with the common interests of the ERG and the social impact interests of Comerica.
- **Connection:** Promote colleague engagement and opportunities to interface with Comerica leadership.
- **Culture:** Promote the cultural and social differences among our colleagues through positive representation and open discussion.

## 2023 Employee Resource Group Metrics

**2,800+**

colleagues participating in ERGs

**240**

events held by ERGs



### Comerica Mi Gente ERG kicks-off Hispanic Heritage Month

Mi Gente’s mission is to encourage a culture that better attracts, empowers and retains talented Latin Americans/Hispanics in all of our markets. The Mi Gente ERG is purposed to cultivate unity amongst the Latino/Hispanic colleagues of Comerica and those that support the mission. They also raise awareness about issues facing Mi Gente colleagues and Latino/Hispanic communities at large. Comerica Mi Gente recognizes Hispanic Heritage Month in all of our markets. In 2023, we kicked off the celebration by sharing favorite foods and traditions and encouraging colleague participation in trivia to win prizes.

## 2023 DEI Awards

National and regional organizations and publications have taken note of our deep-rooted commitment to DEI and placed Comerica among the top U.S. companies for efforts to recognize and support DEI practices. 2023 recognition includes:

**DiversityInc Top 50 Companies** for Diversity Noteworthy list

**Black EOE Journal** – Best of the Best 2023 Top Financial & Banking, Top Employers and Top Supplier Diversity

**Five Star Governance rating** on Hispanic Association on Corporate Responsibility Corporate Inclusion Index

**Michigan Hispanic Business Resource Group** selected as one of the **Latina Style's Top 15 employee resource groups of 2023**

**Perfect Score of 100 for ninth consecutive year** – Human Rights Campaign Foundation's Corporate Equality Index (for LGBTQIA+ equality)

**LATINA Style's 50 Best Companies for Latinas to Work for in the U.S. list** – the twelfth time Comerica has received the honor

**Professional Woman's Magazine Best of the Best 2023** – Top Financial & Banking Company, Top Employers and Top Supplier Diversity

**Michigan's Veteran Affairs Agency's Gold-Level Veteran-Friendly Employer certification** for extensive efforts to recruit, train and retain military veterans

**Points of Light "The Civic 50" list of the top 50 U.S. most community-minded companies** for eighth consecutive year

**"Best in Class" for Excellence in Supplier Diversity Award** – Great Lakes Women's Business Council

**Hispanic Network Magazine Best of the Best 2023** – Top Financial & Banking Company, Top Employers and Top Supplier Diversity



## Supplier Diversity

As a large national corporation, we rely on an ever-increasing network of business and supply chain partners to meet the needs of our customers. We are 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 LGBTQIA+ 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. We know a supply chain that reflects our customer base will better serve our customers, grow our business and build an even stronger organization. Our Comerica Supplier Diversity program is based on four pillars that help us engage, include, select and cultivate diverse suppliers using specific criteria.

### Supplier Diversity Program Identification and Selection Criteria

Business qualifies if at least 51% owned, operated and controlled by U.S. citizens who are members of the following:

- African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, Indian Americans and other individuals found to be qualified by the Small Business Administration (SBA) under 13 CFR 124.105. Native Americans, as used in this provision, means American Indians, Eskimos, Aleuts and native Hawaiians
- People with disabilities
- Women
- Veterans
- LGBTQIA+

### Business selection based on:

- Quality products and services
- Competitive pricing
- Adherence to delivery schedules

## Goals and Initiatives

In 2023, Comerica achieved our goal to include diverse suppliers in 100% of in-scope requests for proposal and established spend targets that were 50% higher than the 2022 objectives. These metrics are tracked quarterly and included in our Annual Diversity Scorecard. We exceeded the supplier diversity sourcing objectives in 2023 and achieved 47% year-over-year growth in spend with diverse suppliers primarily driven by intentional inclusion in new construction projects in Michigan and Texas.

Out of the proposals that included diverse suppliers, 24% were awarded to diverse suppliers, and 14 new diverse suppliers were added to the supply base in 2023.



We request Tier 1 strategic supply partners to support our diversity initiatives by sourcing diverse suppliers of their own and reporting their spend to us on a quarterly basis. We also encourage the development of diverse supply chains in our Tier 2 program by including requests for diversity information in all requests for proposals.

Our standard agreement with suppliers and contractors requires that they act in compliance with all applicable laws, including those on equal employment opportunity, employment practices, immigration and data protection, and abide by Comerica's non-discrimination and diversity practices.

## National Business League Partnership

Comerica continued supporting the National Business League as a partner in the National Black Supplier Development Program (NBSDP). The NBSDP was established in 2020 and launched its third cohort in late 2023. The program provides assistance to Black-owned suppliers to improve their performance and drive sustainable business growth through education, mentoring and coaching, with access to technical resources to create a win-win scenario for the corporations and their suppliers. Corporate partners provide technical assistance, subject matter experts, access to operational and sourcing executives, insight into becoming a supplier and, in some cases, opportunities to compete for contracts. A total of 36 companies have participated in the three cohorts conducted since the launch and have reported significant increases in revenue and growth rates.

## 2023 Supplier Diversity Goal Achievements

**100%**

of in-scope requests for proposals included diverse suppliers

**\$79.5M**

spent with diverse suppliers, exceeding our spend goal by **23%**

## Amplifying Our DEI Impact

In 2023, Comerica invested in Black Excellence Night, which was the 5th season of the three-city tour emphasizing equity in the Black business communities of Dallas, San Antonio and Phoenix. This three-city tour was also done in collaboration with three National Basketball Association teams: the Dallas Mavericks, San Antonio Spurs and the Phoenix Suns.

Our ethnically diverse national business development managers support Comerica's commitment to develop and grow relationships with diverse business leaders, entrepreneurs and communities. The work they do complements the work of our BRGs.

For the last three years, Comerica has also granted four hours of paid time off for full-time colleagues and two hours paid time off for part-time colleagues annually to use for cultural or religious observances meaningful to them.

### DEI External Partnerships

We reinforce our DEI commitment and expand our social impact by partnering with other organizations focused on advancing and driving social justice/racial equity and inclusion in the workplace. We are proud to partner with multiple local partners in each of our key market areas and at the national level with the following organizations:

- National Diversity Council
- CEO Action for Diversity and Inclusion
- Inforum
- Black Achievers
- McKinsey and Company – Black Management Accelerator
- Executive Leadership Council
- National Association of Black Accountants
- Hispanic Association of Corporate Responsibility
- Hispanic Alliance for Career Enhancement
- Black Tie Dinner – LGBTQIA+ nonprofit advocacy group

### Spotlight: Black Excellence Night

In 2023, Black Excellence Organization in partnership with Comerica Bank were committed to fostering economic empowerment, educational attainment and personal development striving to build a more equitable and inclusive society. Black Excellence Organization has 5 pillar programs all designed to empower Black communities furthering equity which are: Education and Mentorship, Mental and Physical Health, Financial Literacy and Wealth Building, Business Development and Community Development.

### Business Outreach

We are committed to becoming the financial services provider of choice in the diverse communities we serve. Providing access to capital to all of our markets is critically important to Comerica's social values. For more details, see our [Financial Inclusion](#) and [ESG-Related Lending and Investment](#) portions of this report.

### Community Outreach

We take pride in the support we provide to our multicultural communities. We know that by building strong communities, our company will grow stronger. We are proud to be a partner of choice in our communities. For more information, see our [Community section](#).

**DIVERSITY, EQUITY AND INCLUSION****2021****2022****2023****Diversity, Equity and Inclusion - Internal<sup>34</sup>**

Women Colleagues (percent of total colleagues)	65	64	63
Women Officials and Managers (total number)	681	695	727
Women Professionals (total number)	1,574	1,702	1,814
Women Other (Administrative Support, Sales Worker and Service Worker) (total number)	2,633	2,441	2,343
Racial/Ethnic Minority Population Colleagues (percent of total colleagues)	41	42	43
Racial/Ethnic Minority Officials and Managers (total number)	384	387	427
Racial/Ethnic Minority Professionals (total number)	995	1,130	1,299
Racial/Ethnic Minority Other (Administrative Support, Sales Worker and Service Worker) (total number)	1,718	1,676	1,669

For more colleague diversity metrics, refer to [Key Metrics - Colleagues](#).

**Diversity, Equity and Inclusion - External**

## Reaching Diverse Customers

Number of Business Resource Groups (BRG) (total number)	19	19	19
Total in closed business from BRG business referrals (millions \$)	418	525	599

## Supplier Diversity

Total Diverse Supplier Spend (millions \$)	50	53	80
Total Diverse Supplier Spend Goal (millions \$)	37	43	65
Tier 1 Diverse Supplier Spend (millions \$)	38	40	66
Tier 2 Diverse Supplier Spend (millions \$)	12	13	14
Percent of RFPs tracked, which included diverse suppliers <sup>35</sup>	98	100	100
Percent of contracts awarded to diverse suppliers for relevant RFPs <sup>36</sup>	33	28	24

<sup>34</sup> EEO-1 categories are used for breakdown of Women and Racial/Ethnic Minority colleague numbers. DEI data breakdowns are for U.S. colleagues only, which represent 99% of total colleagues.

<sup>35</sup> Goal was 100% inclusion for in-scope projects.

<sup>36</sup> Percentage of projects that included diverse suppliers that were sourced to diverse suppliers.

**DIVERSITY, EQUITY AND INCLUSION****2021****2022****2023****Board Diversity**

Number of Board Directors	11	11	15
% Independent Directors	91	91	93
% Racial/Ethnic Minority Directors	27	36	40
% Female Directors	27	36	33
% Directors <30 years	0	0	0
% Directors 30-50 years	9	0	0
% Directors >50 years	91	100	100

**COMMUNITY****2021****2022****2023****Financial Inclusion & Financial Education**

Number of ATMs	647	630	627
Number of U.S. banking centers (total)	432	409	407
Comerica Secured Credit Cards (number of) for low- and moderate-income (LMI) customers <sup>37</sup>	957	445	476
Number of Access Checking Customers (LMI customers) <sup>38</sup>	8,780	7,591	7,749
Access Checking Balances (LMI customers) (millions \$)	44	37	24
Number of LMI individuals reached through Comerica-sponsored financial education events with nonprofit partners	50,000	79,932	105,564
Number of small business bootcamps held	N/A	N/A	481
Number of small business bootcamp attendees	N/A	N/A	8,114
Total number of technical assistance and educational programs hosted at BusinessHQ	N/A	N/A	91
Number of CRA qualified small business education programs	N/A	N/A	481
Total value of no-cost rent provided to in-house technical assistance nonprofit partners (\$)	N/A	N/A	10,496
Amount in SBA-licensed investment funds (millions \$)	N/A	N/A	8
Hours of coworking utilized by small business owners and non-profit organizations	N/A	N/A	2,481
Number of people served through BusinessHQ programming	N/A	N/A	1,599

<sup>37</sup> Tailored retail banking products within our CRA Assessment areas in Arizona, California, Michigan and Texas.

<sup>38</sup> Access Checking account has no monthly fee with \$250 direct deposit.