

Celebrating our IDEA progress and looking ahead

Let's take a moment to celebrate the strides we made in 2024 with our Inclusion, Diversity, Equity, and Accessibility (IDEA) strategy.

Here's a snapshot of 2024's achievements:



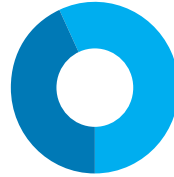
74

IDEA employee engagement index score



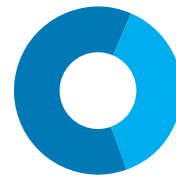
4.2

Our global diversity, equity, and inclusion benchmark score



46.3%

Voluntary self-identification response rate



61.7%

Share of employees completing the IDEA Learning Pathway Certification

IDEA values guide our purpose, shape our culture, and strengthen our impact in the workplace and beyond.

Our 2023 IDEA strategy update set measurable goals to engage our commitment to transparent reporting. This approach has helped create an environment where everyone feels they can bring their whole selves to work.

In 2024, our IDEA initiatives led to meaningful connections across teams, expanded accessibility, and promoted equity within and outside our organization.

Investments. Insurance. Advice.

