



# State Street Bank & Trust Company



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# Transforming the future of finance

**We're State Street, a global leader across investment servicing, markets and financing, and investment management.**

## **A dynamic perspective from the heart of the financial industry**

Servicing nearly 10 percent\* of the world's assets, we give asset managers and owners, insurance companies, official institutions and central banks access to an exclusive perspective on how markets are trending — helping them stay ahead of change — and a breadth of products and services to drive business performance.

## **A seasoned expert building tomorrow's financial infrastructure**

We're focused on optimizing for today while solving for where the industry and our clients are headed. Whether creating the first open ecosystem to connect the investment

lifecycle, exploring more secure and stable ways to approach tokenization, offering electronic trading platforms, or helping shepherd the ETF industry from launch to its current status as a US \$6 trillion industry, we've got our eyes on what's next.

## **A leading partner for the world's investors**

With deep expertise across the investment lifecycle, our specialists are here to solve your toughest challenges with the latest best practices and proven solutions. Pairing more than 230 years of experience with insights from our academic partners and macro experts, we continue to lead industry thinking and help you make smarter decisions.

# A history of innovation

**1792**

Our ancestor, Union Bank, founded to support growing maritime trade

**1924**

Appointed custodian of the first United States' mutual fund

**1970s**

Regulatory reform, including ERISA, drives business expansion. State Street Global Advisors is founded

**1980s**

Global expansion accelerates across new markets in Europe and Asia Pacific.

**1990s**

Growing demand for index and passive strategies spurs creation by State Street of first-ever exchange traded fund (ETF)

**2000s**

Rapid expansion continues via new markets and key acquisitions including IFS, Deutsche GSS, IBT and ISP

**2010s**

Client needs for data and analytics spurs launch of Global Exchange, foundational to our acquisition of Charles River Development, creating the industry's first global front-to-back platform\*. Acquisition of GEAM establishes leadership in our outsourced investment management market.

**2020s**

Asset Servicing expansion in China, Middle East and LATAM. State Street Alpha® presents integrated infrastructure, operations and capabilities supporting entire investment workflow. Focus on Artificial Intelligence (AI) and digital technology to increase efficiency and meet client demand

\*offered by a single provider

# State Street at a glance

**\$41.8T**

in assets under custody  
and/or administration<sup>1</sup>

**\$4.1T**

in assets under  
management<sup>1</sup>

**100+**

geographic  
markets<sup>2</sup>

**~46,000**

employees worldwide<sup>2</sup>

**10%**

Responsible for 10%  
of the world's assets<sup>3</sup>

**#1**

In ETF servicing<sup>4</sup>

**#1**

Manager of passive  
global equity<sup>5</sup>

**2<sup>nd</sup>**

Largest US Defined  
Benefit manager<sup>5</sup>

**3<sup>rd</sup>**

Largest global  
ETF provider<sup>5</sup>

**4<sup>th</sup>**

Largest asset  
manager globally<sup>5</sup>

**37%**

Servicing 37% of all  
US mutual funds<sup>6</sup>

1. AUCA and assets under management as of December 31, 2023. AUM includes approximately \$64 billion of assets with respect to SPDR(R) products for which State Street Global Advisors Funds Distributions, LLC (SSGA FD) acts solely as the marketing agent SSGA FD and State Street Global Advisors are affiliated.

2. As of December 31, 2023

3. Represents State Street AUC?A divided by Global Financial Assets, including Global Equity, Global Debt Securities and Global Broad Money(M3), as of December 31, 2022.

Sources: SIFMA, OECD, World Bank

4. State Street analysis of ETFGI Global Insights Report December 31, 2023

5. Pensions & Investments Research Center, as of December 31, 2022

6. Based on State Street mutual fund assets as of September 30, 2023, as compared to total mutual fund assets are reported by the ICI Monthly trends Report for September 2023.

# One team. Shared values

State Street's values are reflected in our decisions, behaviors and actions. They align us to a singular purpose and underpin our relationships with clients, our communities and each other.



## Trust is our greatest asset

We act with integrity, treating our clients and colleagues with fairness and respect.



## Always finding better ways

With our investors, clients and community partners in mind, we're continuously improving and innovating.



## Stronger together

We are one company, working together and accountable to each other, our clients and our shareholders.



## Global force, local citizen

Our teams operate with a global mindset, while striving to make a difference in the communities where we live and work.

## A culture built on collaboration and caring

Our culture is at the core of everything that we do. We believe that our people are what makes State Street a great place to work. While we are unrelenting in our quest to be the best – we never lose sight of the people behind the work.

This commitment is evident in our collaborative, caring, and future-focused teams as well as our drive to be a leader in inclusion, diversity and equity. It also comes through in the culture traits we encourage and act on every day.

# Diversity, equity and inclusions

**The many characteristics that make us unique also make our company stronger, smarter and more successful.**

At State Street, we embrace and encourage differences, including race, color, religion, creed, national origin, ancestry, ethnicity, age, disability, genetic information, sex, sexual orientation, gender, gender identity or expression, citizenship, marital status, domestic partnership or civil union status, familial status, military and veteran status, socioeconomic status, culture, and other legally-protected characteristics that make our employees and others with whom we work unique.

We celebrate the diversity of our 40,000+ colleagues worldwide, recognizing the wealth of differences they bring. With a strong commitment to embedding diversity, equity and inclusion (DEI) into our corporate culture, we're embracing our colleagues' unique identities, experiences and perspectives, and fostering an inclusive environment where everyone feels a sense of belonging.

## **Five pillars of our culture**

To help create consistency around our approach to DEI, we identified five culture traits that reinforce the high-performing, inclusive behaviors we want to encourage in ourselves and each other:

- 1. Choose to own it**
- 2. Break through silos**
- 3. Deliver results with integrity and speed**
- 4. Do better every day**
- 5. Care for our colleagues, clients and community**

These traits are at the core of how we conduct ourselves and our business. We educate and empower colleagues at every level, inspiring a community of leaders who represent our global footprint and the diverse markets we serve. By fostering an environment where our teams feel engaged, connected and supported, we're building a culture of collaboration and contribution.

# Career

## **Propel your career from the start**

If you're just beginning your job search, join a team that's invested in you and your success from day one. With roles spanning local and global locations, disciplines and skill levels, we'll help you access a breadth of opportunities to find your fit. Along the way, you'll do meaningful work that helps you grow professionally and personally, while making a difference for millions around the world.

## **Taking your first career steps?**

Whether you're a recent graduate or still in school, we have opportunities that can help get you started with a career in financial services.

As a student, you can apply to one of our internships or, in some locations, to part-time opportunities. If you have already graduated or will soon, you can apply to one of our development programs or start regular full-time work in an entry-level position. No matter where or how you join us, you'll have a structured onboarding and the support of your manager and colleagues while learning your job. Wherever you start, you'll have the chance to make an impact on our company every day.

## **Student internships**

We offer internship, co-op, dual education or working student opportunities in multiple offices around the world. Details and requirements are specific to each location,

but programs for students typically will last from two to six months and are organized in summer or throughout the year.

These positions offer true hands-on experience, giving you a chance to learn about our industry and our company

## **Professional development programs**

These two years programs are designed for graduates who want an accelerated career trajectory. Selected participants experience job rotations across the company, with in-depth exposure to multiple business areas and functions, dedicated learning initiatives and activities that foster collaboration. Successful participants are offered managerial roles upon completion.

## **Equal opportunity**

As an Affirmative Action/Equal Opportunity Employer, we consider applications for all positions without regard to race, creed, color, religion, national origin, ancestry, ethnicity, age, disability, genetic information, sex, sexual orientation, gender, gender identity or expression, citizenship, marital status, domestic partnership or civil union status, familial status, military and veteran status, and other characteristics protected by applicable law.

As an equal opportunity employer, State Street Corporation is committed to a diverse workforce and is also committed to a barrier-free employment process.

## How we grow

At State Street, you'll be able to quickly find targeted learning opportunities that meet your personal skill and career development needs, provided by a combination of internal

learning professionals, subject matter experts and industry-leading external content providers. By investing in our employees, we're investing in the future of our business.

## Learning

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Whether you're looking to build technical expertise, business or soft skills, or leadership training, you'll find a wealth of resources including instructor led training, online courses, videos, articles and other resources.

## Internal mobility

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We have developed multiple tools and programs that help you keep learning. These include job shadowing (short term), job rotation (long term), coaching and mentoring.

## Development program

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Depending on your level of experience and area of expertise, you might also be able to participate in one of our development programs.

# Office locations

## **Australia**

Melbourne  
Sydney

## **Austria**

Vienna

## **Belgium**

Brussels

## **Brazil**

Sao Paulo

## **Brunei**

## **Darussalam**

Bandar Seri  
Begawan

## **Canada**

Montreal  
Toronto  
Vancouver

## **Cayman Islands**

Grand Cayman

## **Channel Islands**

Saint Helier, Jersey

## **Chile**

Santiago

## **France**

Paris

## **Germany**

Frankfurt  
Leipzig  
Munich

## **India**

Bangalore  
Chennai  
Coimbatore  
Hyderabad  
Mumbai  
Pune  
Vijayawada

## **Ireland**

Drogheda  
Dublin  
Kilkenny  
Naas

## **Italy**

Milan  
Turin

## **Japan**

Fukuoka  
Tokyo

## **Luxembourg**

Luxembourg

## **Malaysia**

Kuala Lumpur

## **Mexico**

Mexico City

## **Netherlands**

Amsterdam

## **People's Republic of China**

Beijing  
Hangzhou  
Hong Kong  
Shanghai

## **Poland**

Gdansk  
Krakow

## **Saudi Arabia**

Riyadh

## **Singapore**

Singapore

## **South Korea**

Jeonju  
Seoul

## **Switzerland**

Zurich

## **Taiwan**

Taipei City

## **Thailand**

Bangkok

## **United Arab Emirates**

Abu Dhabi

## **United Kingdom**

Edinburgh  
London

## **United States**

Arizona  
California  
Connecticut  
Georgia  
Illinois  
Massachusetts  
Missouri  
New Jersey  
New York  
New Hampshire  
North Carolina  
Pennsylvania  
Texas  
Washington, Dc

For more information  
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