



## DIVERSITY POLICY

- I. Commitment to Diversity:** Summit State Bank (“SSB”) is committed to creating a workplace where all employees feel valued and respected and have equal access to opportunities. We aim to foster an environment that celebrates diversity and promotes a strong sense of belonging. We value inclusion to ensure that every employee is given the necessary support and tools to achieve their performance goals and perform at their highest levels. An inclusive culture provides equal access to opportunities and skills development, and it does not give special advantages to one person or group over another. We strive for a culture where employees are able to not only share individual perspectives and ideas but are also encouraged to do so and are recognized for their contributions. At SSB, our hiring process is merit-based, and we are steadfast in our efforts to attract talented individuals from diverse backgrounds.

SSB believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the bank, regardless of their differences. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the Bank’s achievement as well. We are committed to employing the best people to do the best job possible. We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our employees unique. We recognize the importance of reflecting the diversity of our customers and markets in our workforce, and on our board of directors. The diverse capabilities that reside within our people positions SSB to anticipate and fulfill the needs of our diverse customers, providing high quality products/services. We believe that the wide array of perspectives that result from diversity promotes innovation and business success. Valuing diversity makes us more creative, flexible, productive and competitive.

- II. Details of Policy:** SSB’s diversity policy covers three areas: 1) board and employee recruitment; 2) career development and promotion; and 3) employee support. This policy applies to all board members, employees, prospective employees, customers, clients, contractors, vendors and all others who do business with or are in contact with SSB.

- 1) Recruitment: We believe that our board members and employees from many different diverse backgrounds provide us with valuable knowledge for understanding our community and better achieving our mission. We have established outreach programs to identify talented women, veterans and individuals from under-represented backgrounds for recruitment. From that diverse pool, we hire based on individual merit.
- 2) Career Development and Promotion: SSB rewards excellence and all employees are promoted on the basis of their performance. We offer equal access to development opportunities and through mentorship, encourage all employees to take advantage of development opportunities. All managers are trained to ensure that employees are treated fairly and evaluated objectively.

We encourage analysis of all aspects of the business to ensure we take advantage of developments in recruitment, training, development, retention, and promotion to better achieve this policy's objectives.

- 3) Employee Support: SSB provides a safe and pleasant environment for all employees. We offer:
  - Respectful communication and cooperation between all employees
  - Flexible working time arrangements when available
  - Employee education assistance
  - Employer and Employee contributions to the communities we serve
  - Childcare assistance
  - Training programs, including anti-harassment and discrimination training
  - Mentorship programs for those employees close to moving into management positions or are new to management roles.
  - Wellness resources