

FineMark National Bank and Trust

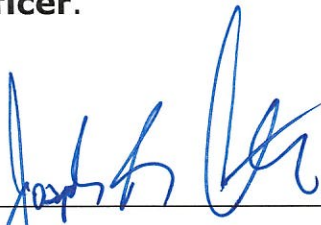
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of **FineMark National Bank and Trust** ("FineMark") not to discriminate against any associate or applicant for employment based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. Employment decisions at FineMark are based solely on valid job requirements and qualifications.

This policy applies to all employment actions, including but not limited to recruitment, hiring, promotion, transfer, demotion, layoff, recall, termination, compensation, and training opportunities at all levels. FineMark is committed to fostering an inclusive and equitable workplace and providing reasonable accommodations to qualified applicants and associates with disabilities as required by law.

FineMark strictly prohibits harassment or discrimination against associates and applicants based on any legally protected characteristic. Additionally, retaliation against individuals who file a complaint, oppose discriminatory practices, or participate in any investigation or proceeding related to equal employment opportunity is prohibited. Retaliation includes harassment, intimidation, threats, coercion, or any adverse action that might deter individuals from exercising their rights.

As **Chairman and CEO**, I affirm FineMark's commitment to maintaining a workplace that upholds equal employment opportunity principles. For any questions regarding this policy, please contact **Jennifer Stevens, EVP & Chief Human Resources Officer**.



Joseph R. Catti
Chairman and CEO
FineMark National Bank and Trust
January 1, 2025