



Equal Employment Opportunity Policy

Approved and Adopted

By the

Board of Directors

Prepared by:

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Johnk

SVP, Chief of Human Resources

Talent and Compensation Committee Approved:

June 10, 2025

Board Approved: July 16, 2025

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of BankFive not to discriminate against any employee or applicant for employment based on gender, race, religion, color, national origin, physical or mental disability, marital status, age, gender identity or expression, citizenship, genetic information, ancestral origin, sexual orientation, pregnancy, childbirth, veteran or disability status, or any other related medical conditions or any other status protected by Federal, State, or local laws.

Furthermore, BankFive will provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, BankFive is dedicated to taking affirmative action to employ and advance in employment protected veterans and individuals with disabilities. It is the goal of BankFive to utilize qualified disabled persons and covered veterans in as many levels of position classifications as practicable.

All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to protected veteran or disability status and all employment decisions are based solely on valid job requirements.

Employees and applicants of BankFive will not be subject to harassment on the basis of their status. Additionally, they will not be subject to retaliation, including intimidation, threats, coercion, interference, or discrimination for:

- 1) Filing a complaint;
- 2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRRRA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities;
- 3) Opposing any act or practice made unlawful by VEVRRRA, Section 503 or its implementing regulations in this part, or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities; or
- 4) Exercising any other right protected by VEVRRRA, Section 503 or its implementing regulations.

As President of BankFive, I am committed to the principles of Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the bank, I have selected the Vice President of Human Resources as the Equal Employment Opportunity (EEO) Coordinator. One of the EEO Coordinators duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of BankFive's programs.

In addition to BankFive's policy regarding Equal Employment Opportunity, BankFive has developed a written Program which sets forth the policies, practices, and procedures that BankFive is committed to in order to ensure that its policy of nondiscrimination and affirmative action for all qualified individuals is accomplished. The persons with disabilities and veterans affirmative action plans are available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Human Resources Department. Interested people should contact HR at 774-888-6154 for assistance.

Ms. Anne Tangen
President and CEO
3/2025