



## Diversity and Inclusion Statement

Northpointe Bank is committed to principles of diversity, inclusion and corporate social responsibility. We treat all of our associates as equals, and we expect them to treat others as equals in all aspects. Our leadership team is committed to ensuring that this philosophy is apparent throughout our organization and that our associates demonstrate this philosophy by serving the communities where we do business.

We empower our associates by respecting and appreciating what makes them different. Our team members are guided by a common set of values, ICare, that keep us focused on meeting our organizational goals while also helping to address inevitable challenges:

Innovative

Client Focused

Act with Integrity

Real Value

Empowered

In employing new associates, our ICare commitment to hiring the right person for the position makes an impact. We look for candidates who share our values and are enthusiastic, open-minded and flexible. Recruiting is diverse and we actively recruit candidates from within and outside of the communities we are located in.

At Northpointe Bank we believe in the Power of our People. Our people are our strength, and we commit to nurturing an inclusive corporate culture that supports the communities we serve, celebrates diversity in background, experience, and thought, advocates respect among team members and to our customers, and aligns with our ICare values. In so doing, we advance our overall mission to be the best bank in America by bringing value and innovation to the people we serve.

Northpointe Bank Leadership Team