

Diversity and Inclusion Statement

At National Bank of Commerce, our core values and principles - Humility, Service, Candor, Excellence, Teamwork, Integrity, Safety and Soundness, Growth, and Ownership Mentality – provide a powerful foundation for all we do. We realize the power of our people and value our differences, and diversity and inclusion are central to our company’s values.

Our mission is to successfully serve customers by strengthening customer relationships, maintaining an open and honest environment, delivering value-added banking services, growing into new markets, developing and retaining high performers and remaining actively involved in our communities. This mission is only achievable with a diverse culture, which culture enables us to serve our customers and develop our people.

National Bank of Commerce respects, values, and welcomes diversity in our workforce, customers, suppliers, and community. We seek to recognize and welcome the unique contribution each individual brings to our team and we are fully committed to supporting a culture of diversity as a foundation to our success. Our commitment is to have diversity represented at all levels within the bank including our board of directors, executive management, leadership, workforce, suppliers, and vendors. Our management team recognizes that our strength comes from the dedication, experience, talents, and perspectives of every employee among every level of the bank. Diversity encompasses the range of similarities and differences that each individual brings to the workplace, including but not limited to race, color, religion, national origin, ethnicity, language, citizenship status, age, disability, gender, marital status, sexual orientation, gender identity, veteran status, genetic information or any other characteristic protected by applicable federal, state or local laws.

Equal Employment Opportunity Statement

National Bank of Commerce strongly believes that equal employment opportunity is not only a legal and economic necessity, but also an extension of our earnest desire to fulfill the citizenship role of the Company. It is the policy of National Bank of Commerce to provide equal opportunity to all persons without regard to race, color, religion, national origin, ethnicity, language, citizenship status, age, disability, gender, marital status, sexual orientation, gender identity, veteran status, genetic information or any other characteristic protected by applicable federal, state or local laws. Our board and management team are dedicated to this equal employment opportunity policy in all aspects of the employment relationship including, but not limited to recruitment, transfers, hiring, compensation, benefits, placement, training, disciplinary action, promotions, and terminations. Management will promote the growth and profitability of the organization by maintaining a discrimination-free environment which furthers the optimum utilization of available talent. Affirmative action will be undertaken to ensure diversity in the workplace and further promote a discrimination-free environment.