OUR COMMITMENT TO THE BLACK COMMUNITY

Senior Vice President of Wealth Management

TO THE BLACK COMMUNITY

In light of the ongoing racial justice and economic disparities that have been highlighted by the COVID-19 pandemic, the tragic loss of George Floyd, and the continued need for meaningful change, we have made the following pledge: to support and invest in our Black colleagues and clients through meaningful actions and long-term commitments.

We at Raymond James believe that everyone deserves fair, equitable treatment without regard to race, gender, creed, or any other characteristic, and that it is our responsibility to create a better future for all. We are committed to creating an environment that fosters diversity, equity, and inclusion, where everyone feels valued, respected, and supported.

We recognize that the Black community has faced systemic injustices and discrimination for generations, and we are committed to working towards a future where racial equality and justice are realized for all.

In fulfilling this pledge, we commit to:

- Hiring and retaining diverse talent across all levels of our organization
- Investing in programs that support Black-owned businesses and entrepreneurs
- Educating our associates on the history of racial injustice and how to be an ally
- Promoting diversity and inclusion in all aspects of our business

We will hold ourselves accountable to these commitments and will regularly review our progress to ensure that we are meeting the needs of our Black colleagues and clients.

We remain committed to creating a better future for all, and we look forward to working with you towards this important goal.

Sincerely,

[Signature]
[Name]
Senior Vice President of Wealth Management