

OUR COMMITMENT TO THE BLACK COMMUNITY

Since the beginning, our business has been people and their well-being. It is evident in good times and crucial when circumstances become difficult.

After months of suffering and uncertainty caused by the COVID-19 pandemic, the tragic killings of George Floyd, Ahmaud Arbery and Breonna Taylor, and the countless others before them and more since, have compounded the country's collective despair by highlighting the continued racial injustice afflicting the Black community.

While we have always worked to ensure we have policies and programs in place that seek to address racial inequality, we recognize we can – we must – do more. To that end, the leadership team at Raymond James is making the following pledge:

- Expand Black representation among our associates, advisors and corporate leadership** through recruitment, investment in college pipeline programs, and mandated candidate pool diversity at the leadership level.
- Establish explicit goals and implement transparent reporting** to strengthen leadership accountability for hiring and retention of Black associates and advisors.
- Launch a mentoring initiative** to support the professional development and business growth of our Black associates and advisors.
- Develop and deliver a training curriculum and resource portal** that will include required courses on a variety of topics including unconscious bias training for every Raymond James associate and advisor.
- Pledge an initial \$1.5 million to support advancement of our Black communities**, racial equality, financial literacy and empowerment, and volunteerism opportunities – in addition to declaring Juneteenth a firmwide day of service and education to ensure we continue the dialogue on racial equality and support our Black communities.

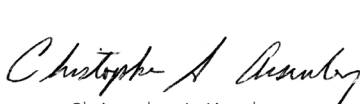
Raymond James must do more to attract and develop Black professionals, and we are committed to being leaders in changing this longstanding shortcoming in our industry.

Fulfilling this pledge will require the focus of all of our leaders, associates and advisors, both internally as well as in our communities. We are dedicated to this intention, not only because it is the right thing to do, but it will make Raymond James an even better firm.

Our continued emphasis on people – our associates, advisors, clients and communities – gives us purpose, strength and a way forward. Today and always, we strive to be a financial services firm as unique as the people we serve.


Signed by Raymond James leadership including members of the Board of Directors, Executive Committee, Operating Committee, and the Diversity and Inclusion Advisory Council:


Jennifer C. Ackart
Senior Vice President
Controller
Chief Accounting Officer



Christopher A. Aisenbrey
Chief Human Resources Officer


Bella Allaire
Executive Vice President of
Technology and Operations


Paul Allison
Chairman and Chief Executive Officer
Raymond James Ltd.


Haig Ariyan
Head of Global Wealth Solutions
President of Alex. Brown

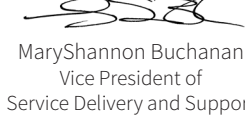

Renée Baker
Head of Advisor Inclusion Networks


Tony Barrett
Senior Vice President of Investments
Complex Manager
Delaware Valley

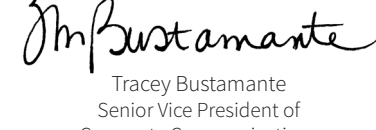

Kristine Bergin
Director of RJFS Advisory
Relationships


Laetitia Boyle
Senior Vice President
Head of Internal Sales & Consulting
Raymond James Bank

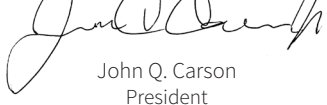

Emma Bredin
Senior Vice President
Chief Compliance Officer


MaryShannon Buchanan
Vice President of
Service Delivery and Support


Jim Bunn
President
Global Equities and
Investment Banking


Tracey Bustamante
Senior Vice President of
Corporate Communications

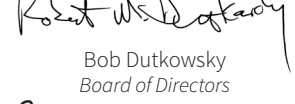

Vin Campagnoli
Chief Information Officer

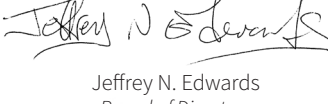

John Q. Carson
President


George Catanese
Chief Risk Officer



Scott Curtis
President
Private Client Group


Jeff Dowdle
Chief Operating Officer



Bob Dutkowsky
Board of Directors


Jeffrey N. Edwards
Board of Directors


Tash Elwyn
President and Chief Executive Officer
Raymond James & Associates

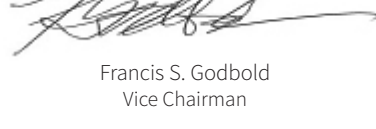

Steven M. Erickson
Senior Vice President of Risk Management


Benjamin C. Etsy
Board of Directors

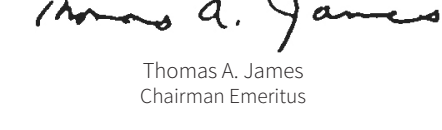

Rose Flores
Senior Vice President
Corporate Banking Chief Administrative Officer
Raymond James Bank

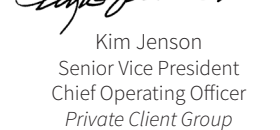

Erik Fruland
President
Asset Management Services

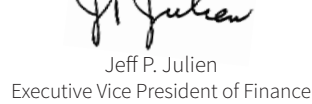

Anne Gates
Board of Directors


Francis S. Godbold
Vice Chairman


Tarek Helal
Chief Risk Officer
Private Client Group
and Asset Management


Thomas A. James
Chairman Emeritus

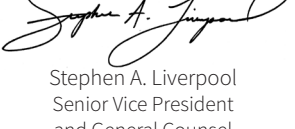

Kim Jenson
Senior Vice President
Chief Operating Officer
Private Client Group


Jeff P. Julien
Executive Vice President of Finance


Gordon Johnson
Board of Directors


Matthew Johnson
Vice President of Strategy and
Product Development
Asset Management Group

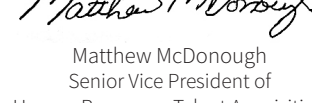

Heather Knable
Senior Vice President of Finance
Operations and Strategy


Stephen A. Liverpool
Senior Vice President
and General Counsel
Raymond James Bank



Michelle Lynch
Vice President
Division Sales Manager
Raymond James & Associates


Chris Majeski
Senior Vice President
Head of PCG Supervision


Andrea S. Masterson
Director of Corporate Responsibility


Matthew McDonough
Senior Vice President of
Human Resources Talent Acquisition


Roderick McGeary
Board of Directors


Tammy J. Mercier
Vice President of Asset
Management Services Trading


Robert A. Miller III
Chief Operating Officer
Senior Managing Director
Global Equities and Investment Banking


Peter Moores
Chief Executive Officer
Raymond James Investment Services


Asilah Patterson
Senior Advisor of Diversity and Inclusion


Jodi Perry
President
Independent Contractors Division - RJFS


Steven M. Raney
President and Chief Executive Officer
Raymond James Bank



Paul C. Reilly
Chairman and Chief Executive Officer


K. Greg Rust
Senior Vice President
of Operations

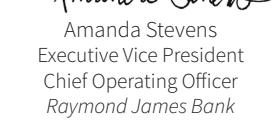

Jonathan Santelli
Executive Vice President
and General Counsel

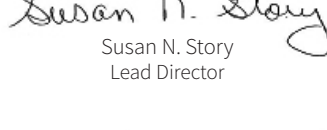

Raj Seshadri
Board of Directors

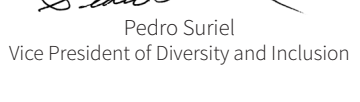

Marta Shen
Senior Vice President of Wealth Management
Spring Street Financial of Raymond James


Paul M. Shoukry
Chief Financial Officer



Jim Sickling
Senior Managing Director
Chief Operating Officer
Fixed Income

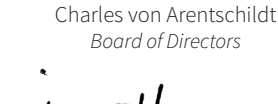

Amanda Stevens
Executive Vice President
Chief Operating Officer
Raymond James Bank


Susan N. Story
Lead Director

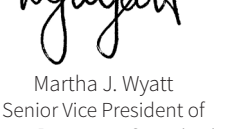

Pedro Suriel
Vice President of Diversity and Inclusion



Mary F. Turnbull
Managing Director
of Corporate Access
Raymond James & Associates

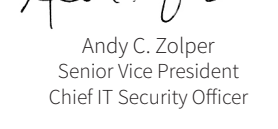

Kim van Doorn
Senior Vice President of
Associate Activities Compliance


Charles von Arentschildt
Board of Directors


Mike White
Chief Marketing Officer


Martha J. Wyatt
Senior Vice President of
Human Resources Organization
& Talent Development


Scott Zebra
Senior Vice President of Operations
& Administration
Raymond James Financial Services


Andy C. Zolper
Senior Vice President
Chief IT Security Officer