

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Pinnacle Financial Partners not to discriminate against any associate or applicant for employment because of race, color, religion, sex, sexual orientation, gender expression and/or identity, national origin, age (40 and over), genetic information, disability, protected military or veteran status, pregnancy or pregnancy-related conditions. It is also the policy of Pinnacle Financial Partners to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender expression and/or identity, national origin, age (40 and over), genetic information, disability, protected military or veteran status, pregnancy or pregnancy-related conditions and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Associates and applicants of Pinnacle Financial Partners will not be subject to harassment on the basis of race, color, religion, sex, sexual orientation, gender expression and/or identity, national origin, age (40 and over), genetic information, disability, protected military or veteran status, pregnancy or pregnancy-related conditions. Additionally, retaliation, including intimidation, threats, or coercion, because an associate or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As Chief Executive Officer of Pinnacle Financial Partners, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected Patti Harris, Chief Human Resources Officer, as the Equal Employment Opportunity (EEO) Officer for Pinnacle Financial Partners, one of the EEO Officer's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of Pinnacle Financial Partners' programs.

In furtherance of Pinnacle Financial Partners' policy regarding Affirmative Action and Equal Employment Opportunity, Pinnacle Financial Partners has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Pinnacle Financial Partners is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in Human Resources for inspection by any associate or applicant for employment upon request, during normal business hours. Interested persons should contact Patti Harris for assistance.

We request the support of all associates in accomplishing Equal Employment Opportunity.

A handwritten signature in blue ink, appearing to read "M. Terry Turner", is written over the typed name and date.

M. Terry Turner
January 1, 2024
Pinnacle Financial Partners