

# Texas Capital Bancshares, Inc., - Human Rights Policy

## **Purpose**

Respect for human rights is a fundamental value of Texas Capital Bank (“TCB”). Through adherence to this Human Rights Policy (the “Policy”), and other related policies of TCB, we strive to uphold and help increase the advancement of human rights in our operations, businesses, supply chains, and the communities in which we operate. This policy applies to the entire TCB organization. It has been designed to align with the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

## **Investment in Our Human Capital**

Our people are central to Texas Capital Bank’s success, and we invest in our human capital by compensating employees competitively, working to ensure compliance with all applicable wage, hours, overtime, and benefits laws.

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.

Texas Capital Bank is committed to a respectful work environment free of any manner of physical, verbal, or written harassment, including bullying and sexual harassment, through its written Policy Against Harassment, Discrimination, and Retaliation.

Texas Capital Bank works to promote a culture of diversity, equity, and inclusion across everything we do, from how we serve our clients and develop products and services, to the ways we help communities and support our employees. As part of these efforts, we strive to build diverse and inclusive teams that will continue to attract and retain top talent.

Through our Equal Employment Opportunity Policy, we expressly prohibit discrimination based on race, color, religion, national origin, age, gender, marital status, pregnancy, sexual orientation, gender identity and expression, veteran status, physical or mental disability and any other status protected by applicable law. Such discrimination is prohibited in recruitment, hiring, development, promotion, and in all personnel practices.

Employees are responsible for treating co-workers with respect and dignity, valuing different thinking and ideas, working effectively across differences, and reporting any violations of the principles presented herein.

### **Commitment to Clients**

As a financial institution, our main mission is to provide financial expertise, provide excellent service, build a collaborative relationship, and help our customers grow and thrive. All employees are trained in complaint management, and client feedback is solicited annually to improve client experience. Texas Capital Bank is dedicated to fair and responsible lending and servicing practices. Additionally, Texas Capital Bank is committed to maintaining a comprehensive program to protect our clients' personal information and privacy in compliance with applicable laws and regulations.

### **Our Suppliers**

Texas Capital Bank expects its suppliers, vendors, and contractors to abide by all laws, rules, and regulations in effect in the countries and jurisdictions in which they do business. We also expect suppliers, vendors, and contractors to agree to abide by this Policy and demonstrate a commitment to Human Rights via their own policies. This is outlined in our Outside Service Provider Code of Conduct, and a copy of this Policy is provided to all vendors. We recognize the value of utilizing a diverse pool of suppliers, and we actively seek to engage vendors with diverse ownership.

### **Community Engagement**

As a corporate citizen, Texas Capital Bank recognizes that it is a part of the communities in which it operates. Therefore, Texas Capital Bank also actively promotes volunteerism for its employees, including bank-sponsored volunteer projects. Texas Capital Bank supports nonprofits that serve the communities in all its market areas and invests in the communities it serves through Impact Lending and Investing through Texas Capital Bank Community Development Corporation ("TCCDC"), its wholly owned subsidiary.

### **Reporting Process**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. Texas Capital Bank ensures employees are aware of the Human Rights Policy through training and an annual certification process. Employees who believe that there may have been

a violation of this Policy are encouraged to report it through established channels including but not limited to:

- the manager of the department in which the violation occurred
- Human Resources; or
- Texas Capital Bank's Confidential Employee Hotline or reporting website, both managed by NAVEX, an independent third-party vendor.

*Anonymous Hotline:*

(877) 776-0996

*Anonymous Online Report:*

[HTTPS://TEXASCAPITALBANK.ETHICSPPOINT.COM](https://TEXASCAPITALBANK.ETHICSPPOINT.COM)

We strictly prohibit retaliation in any form against anyone who makes a good faith report about suspected violations or cooperates in an investigation of an alleged violation.

### **Related Policies**

Texas Capital Bank's commitment to human rights is key to our company mission. The following policies are related to our human rights efforts:

- Texas Capital Bank Code of Conduct
- Outside Service Provider Code of Conduct
- Policy Against Harassment, Discrimination, and Retaliation
- Policy Against Harassment (California and New York Employees)
- Equal Employment Opportunity Policy