



### **Statement regarding diversity and inclusion**

The Board of Directors and the Senior Management Team at the Bank of Greene County are committed to developing and promoting a culture of equity, diversity, and inclusion. We recognize that our employees and vendors should be representative of the communities we serve. We understand that developing a culture that is mindful of equity, diversity, and inclusion will improve the service to our customers and the return to our shareholders. The Bank is proud to support a formal diversity, equity and inclusion employee resource group (DEI ERG) established by a voluntary group of employees. The group is an integral part of the Bank's commitment to promoting and sustaining a diverse, equitable and inclusive workplace. The group's mission is to celebrate differences and provide insight to bank staff and community members through engagement and outreach activities. The employee-led group comes together to share ideas/experiences and actively engage, support and sustain unified DEI strategies to improve the Bank.

Additionally, the Bank seeks to recruit and retain the best talent available in the communities we serve and encourages minorities, women, veterans, and individuals with disabilities to apply for employment and promotional opportunities. We strive to ensure that the Bank's culture creates and maintains an environment where employees from all backgrounds feel their views are valued, respected and contribute to the success of the Bank.