WINTRUST

A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Tim Crane, President & CEO

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT
Effective 1/1/2026

It is the policy of Wintrust Financial Corporation, including community banking and financial subsidiaries, to comply with all applicable federal, state, and local laws governing nondiscrimination in employment and to ensure equal opportunity in all terms, conditions, and benefits of employment or potential employment.

Wintrust Financial Corporation, including its subsidiaries, prohibits discrimination and harassment against any employee or applicant for employment because of race, color, religion, sex, national origin, age, disability, veteran status, genetic information, and other legally protected categories.

Wintrust Financial Corporation, including its subsidiaries, has established an EEO Compliance Program under Section 503 of the Rehabilitation Act of 1973 ("Section 503"), and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA"). All applicants and employees are treated without regard to their race, color, religion, sex, national origin, disability or protected veteran status. Wintrust Financial Corporation, including its subsidiaries, has established an audit and reporting system to allow for effective measurement of its equal employment opportunity activities.

To implement this policy, Wintrust Financial Corporation, including its subsidiaries, will:

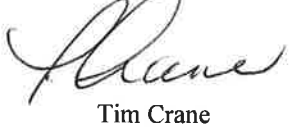
(1) Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information, and any other legally protected categories.

(2) Ensure that employment decisions are based only on valid job requirements; and

(3) Ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, Wintrust sponsored programs, and tuition assistance will be administered without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information, and other legally protected categories.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State or local law requiring equal opportunity, including Section 503, and the equal opportunity provisions of VEVRAA, or (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity, including Section 503, the equal opportunity provisions of VEVRAA.

Tim Crane, President & CEO, reaffirms support for the EEO policy and EEO Compliance Program and delegates overall responsibility for the implementation of the equal employment opportunity program to the VP, Workforce Compliance. If you, as one of our employees or as an applicant for employment, have any questions about this policy, please contact your local Human Resources representative during regular business hours. Employees may update their personal disability or military status at any time in the Workday System. Questions can be directed to MYHR via email at myHR@wintrust.com, or by calling 855-WIN-myHR (855-946-6947).



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President & CEO