



Diversity vision

Mischler Financial Group, Inc. (“MFG”) recognizes its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. MFG is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

MFG is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promote innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Recruitment

As a national player, MFG recruits people from all around the country. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex markets. We have established procedures to identify talented individuals from under-represented backgrounds for recruitment. We contribute to organizations that support under-represented talent such as American Veterans and Service-Disabled Veterans (SDVs).

Career development and promotion

MFG rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Community programs

MFG recognizes that there are distinct demographic groups that have long been disadvantaged. We recognize that racism, ageism, sexism and other forms of discrimination are problems both for our organization and society as a whole. MFG is committed to tackling cultural stereotypes both within and

outside our organization. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Diversity bodies

Our commitment to diversity is led by our Board of Directors which make up a diversity committee, which is responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the company.

Diversity practices

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

MFG provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communication
- Mentor programs