



DESCRIPTION:

Texas Heritage Bank does not publish a nondiscrimination policy. However, it has not publicly terminated business relationships based on views or beliefs. The company has not used its corporate reputation or funds to support ideological agendas or groups hostile to freedom of expression. For these reasons, Texas Heritage Bank receives a Lower Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious Lower Risk beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.

Texas Heritage Bank has not publicly terminated any business relationships due to views or beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate Lower Risk against charitable organizations based on views or religious beliefs.

Texas Heritage Bank gave its first and only private donation in May of 2022 (<u>1</u>). As such, there is no rule prohibiting donations to religious foundations.

Employment policies fail to protect against discrimination based on political affiliation/views High Risk and/or religion.

Texas Heritage Bank does not publish a nondiscrimination policy (<u>1</u>).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom Lower Risk of expression.

Texas Heritage Bank has not supported ideological causes or policies (<u>1</u>).



Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom Lower Risk of expression.

Texas Heritage Bank has not used corporate funds to advance ideological causes, organizations, or policies (1).

Uses corporate political contributions for ideological, non-business purposes.

N/A

Texas Heritage Bank does not operate a PAC or engage in lobbying at this time $(\underline{1})(\underline{2})(\underline{3})$.

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