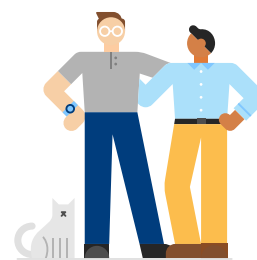




WINTRUST

2022
Corporate Social
Responsibility Report



Executive Message

“By giving our local banks and other businesses autonomy — from operating their own boards of directors to choosing their own charitable donations and volunteer efforts — they can be more agile in responding to the needs of their neighbors.”

At Wintrust, everything we do is guided by our commitment to four key stakeholders: our shareholders, our employees, our customers, and the communities we serve. Throughout this report, you’ll read about how our more than 5,200 employees seek to go above and beyond to serve these key groups.

Looking beyond our financial results, which you can read about in our [annual report](#), we serve our stakeholders through an everyday dedication to the highest standards of governance, ethics, and integrity. This year, we have also made gains in our work on climate risk assessment in response to escalating climate concerns and shifting regulatory demands.

Our employees are the pulse of our company, and many measure their tenure in decades. We are continually seeking ways to make Wintrust a rewarding and inclusive

place to work, including by proactively raising our minimum wage, expanding our business resource groups, and designing new advocacy and mentorship programs for high-potential talent from diverse backgrounds.

Wintrust would be nothing without our customers. That’s why we designed our unique decentralized model with intention — because we know that we can better serve our communities that way. By giving our local banks and other businesses autonomy — from operating their own boards of directors to choosing their own charitable donations and volunteer efforts — they can be more agile in responding to the needs of their neighbors.

In many ways, our commitments to our customers and our communities go hand in hand. We are in our communities every day, from our local branch employees to our financial literacy efforts and nonprofit partnerships. We have always viewed our obligations to our communities as a guiding purpose that goes far beyond any regulatory requirements. We are pleased that over 85% of our

bank charters have earned an “outstanding” Community Reinvestment Act rating, which provides evidence of our commitment to our communities, and places us among a very small percentage of banks to earn this designation.

We started as a local bank serving northern Illinois over 30 years ago, and while our company has expanded to provide new services and into new territories since then, we keep the high standards of a small, service-minded business at our heart. This report represents a snapshot of our Environmental, Social, and Governance (ESG) efforts as our reporting evolves in line with industry standards such as the Sustainability Accounting Standards Board. We hope you value the work we’ve shared in this report, and we look forward to sharing many more years of progress in our communities.

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Ed Wehmer

ED WEHMER
Founder & CEO



Tim Crane

TIM CRANE
President

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About Wintrust

Wintrust is a financial services company based in Rosemont, Illinois. We are proud to be called Chicago's Bank®, Wisconsin's Bank®, and Milwaukee's Bank™, but we also have national reach.

Through more than 170 community bank locations—and related companies and divisions—we offer the following:

- Traditional commercial and community banking services
- Wealth management and investment services
- Mortgages
- Commercial insurance premium and life insurance premium financing
- A variety of other specialty lines of business and solutions

We have a unique model that combines the technology and resources of a large bank with the customer-centered and community-driven spirit of a local bank. Our network of 15 nationally chartered banks caters to their local customer base—including individuals, small- to mid-sized businesses, government entities, and institutional customers—through highly personalized customer service and a comprehensive suite of personal and commercial banking products. These Wintrust Community Banks are the bedrock of our company and work closely with our specialty finance and wealth management businesses.

Chicagoland, southern Wisconsin, and northwest Indiana make up the primary service area for our community banks. Wintrust serves customers in all 50 states through our commercial banking, mortgage, and wealth management businesses, and also provides insurance payment solutions in Canada. Wintrust trades on the Nasdaq Global Select Market under the symbol WTRC.



269,000+
consumer households

66,000
business customers

\$52.9B
total assets

476,000+
personal checking and savings accounts

\$472M
in small business loans

\$21.9B
in commercial loans

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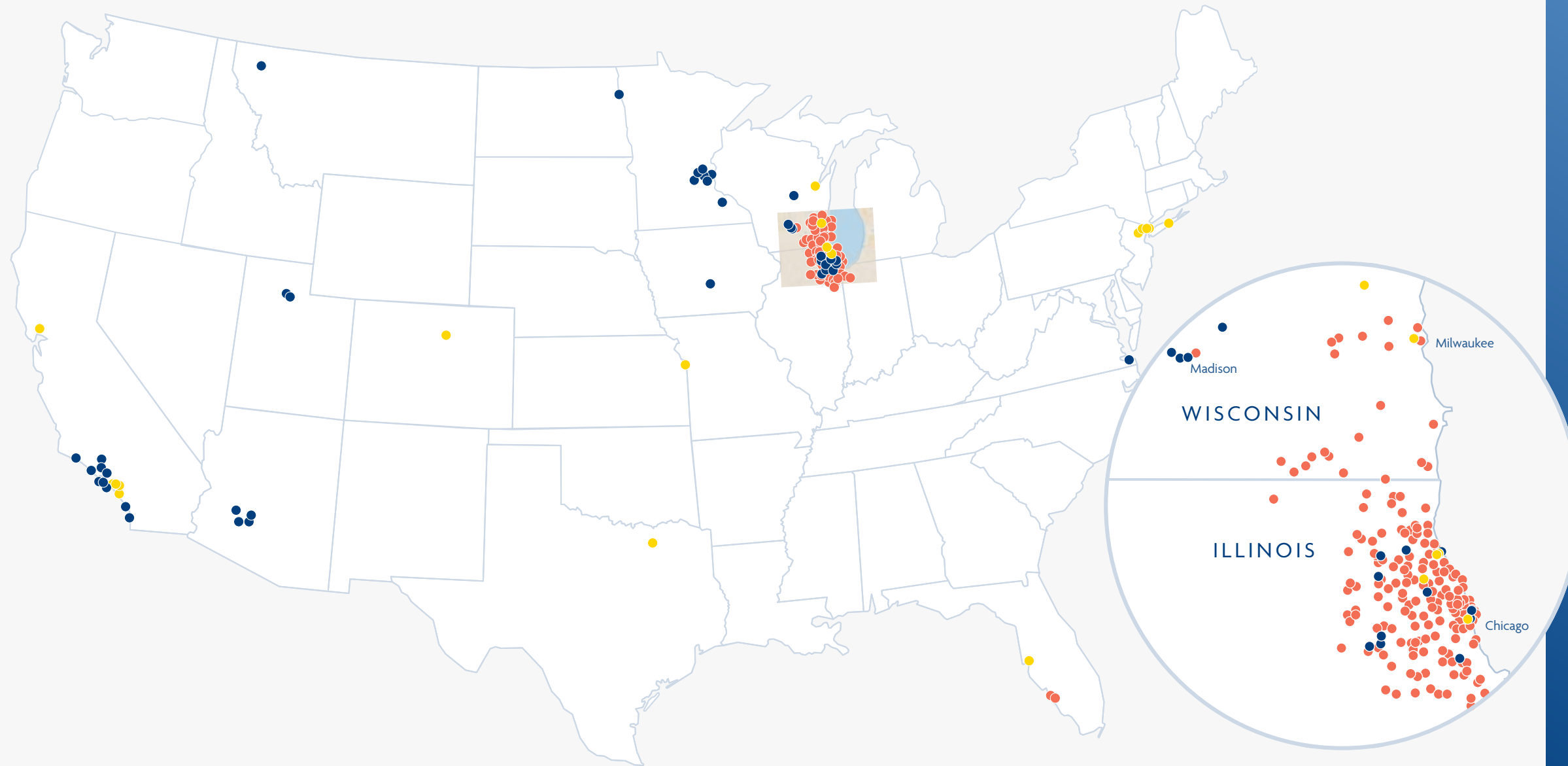
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Our Locations

Data as of December 31, 2022



● Banking Locations ● Wintrust Mortgage ● Specialty Lines of Business



5,200+
employees



15
banking charters



170+
locations



41
additional specialty
lines of business
outside our banking
operations

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Data as of December 31, 2022

SUPPORTING OUR EMPLOYEES

5,200+
full-time employees

150+
part-time employees

189,000+ hours
invested in employee learning and training

\$18/hr minimum wage,
up from \$15/hr and well above state and national requirements

Over 13% participation
in business resource groups

RECOGNITION

Winner of 9
Greenwich Excellence Awards



Ranked #1
in Customer Satisfaction with
Retail Banking in Illinois



INVESTING IN OUR COMMUNITIES

COMMUNITY REINVESTMENT ACT (CRA) INVESTMENTS

\$10M
new CRA commitments

Over \$315M
currently invested

BY TYPE:

Affordable Housing: Over \$95M
Community Service: Over \$50M
Economic Development: Over \$125M
Revitalize and Stabilize: Over \$45M

13 of 15 banks
awarded an “outstanding” CRA rating

20,000+ volunteer hours
contributed by employees for
CRA activities

More than 250 loans
totaling over \$375M provided
for the purpose of supporting
community development

1,600 hours
of personal and small business
financial education training provided
by Wintrust volunteers

Winner
American Bankers Association
Community Commitment Award for
Economic Inclusion

\$15.4M
in philanthropic donations made,
supporting over 1,900 nonprofits

EXPANDING HOMEOWNERSHIP AND AFFORDABLE HOUSING

\$107M
funded in affordable homeowner
mortgages in Illinois and Wisconsin

11,600+
residential mortgages totaling
\$3.7B originated in 2022

10,200+ units
totaling \$3.4B residential mortgages
with FICO score above 660

1,400+ units
totaling \$295M residential mortgages
with FICO score below 660

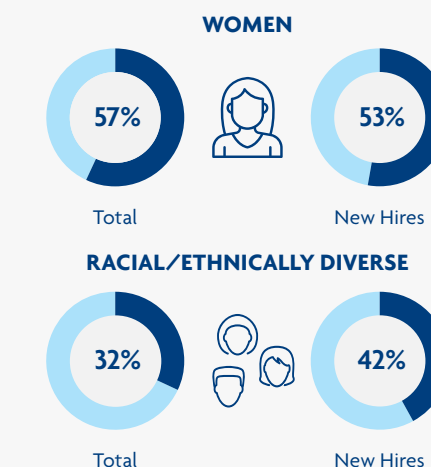
EMPOWERING SMALL BUSINESSES

#1
Small Business Administration (SBA)
lender in Illinois (by dollar volume) for
two straight years

\$155M
provided across 204 SBA loans

ADVANCING DIVERSITY, EQUITY & INCLUSION

WORKFORCE DATA



LEADERSHIP

619 women
in leadership positions

282 people of color
in leadership positions

TOTAL BOARD REPRESENTATION*
25.4% Women
19.3% Racial/ethnic minorities

* Current data as of January 19, 2023 includes Board of Directors for Wintrust Financial and subsidiaries.

** July 29, 2020–January 19, 2023

GROWTH IN TOTAL BOARD REPRESENTATION**
3.8% Women
11.2% Racial/ethnic minorities

INDEPENDENT BOARD DIRECTOR REPRESENTATION*
30.2% Women
24.8% Racial/ethnic minorities

PROTECTING THE ENVIRONMENT

ANNUAL ENERGY USAGE AT WINTRUST ROSEMONT CORPORATE CAMPUS
9,331 megawatt hours

GREENHOUSE GAS EMISSIONS
4,194 metric tons of carbon dioxide
At Wintrust Rosemont Corporate Campus

Glenview Bank & Trust
Winner of 2022 Best Friend of Illinois Parks Award (small business category)

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Investing in Our Communities

Since Wintrust's founding more than 30 years ago, community outreach has remained a critical ingredient in our approach to doing business. More than 170 Wintrust Community Bank locations and our many specialty finance businesses live that commitment every day, devoting substantial resources to identifying and meeting the needs of their neighbors. This support takes several forms — from financial investments that support economic growth to education, traditional philanthropy, and volunteerism.



Embracing our community commitments

Wintrust works hard to meet the credit needs of the communities where we do business, going well beyond the requirements of the Community Reinvestment Act (CRA) of 1977. In fact, 13 of our 15 banks have received “outstanding” ratings from our bank regulatory agency as of 2022, the highest rating available. Approximately 10% of all U.S. banks have currently attained that level. Our two other banks received “satisfactory” ratings. The CRA rating is based on multiple criteria across lending, investment, and service practices. For example, banks are rated on lending throughout the community — to people of different income levels and businesses of different sizes.

We have a well-established presence in low- and moderate-income (LMI) neighborhoods in Chicagoland and southern Wisconsin. In 2022, our CRA-qualified community development investments totaled over \$315 million, up 14.5% over 2021. They focus on four segments: economic development, affordable housing, community service, and revitalization and stabilization initiatives. Wintrust employees also volunteered their time and skills, collectively contributing a total of more than 20,000 volunteer hours on CRA-qualified community development volunteer activities.

Contributing to more than 1,900 community-based organizations

Wintrust donated more than \$15.4 million to over 1,900 organizations in 2022. This large number of recipients reflects Wintrust’s focus on identifying local needs. Here are a few examples of Wisconsin and Chicagoland recipients and the impact of our contributions in 2022:

Chicago State University

Wintrust recently entered a three-year partnership with Chicago State to support its [Rise Academy](#), a wraparound scholarship program for selected incoming freshmen. Wintrust is covering the cost of first-year tuition and other expenses for four accounting or finance students each year. These Wintrust Scholars are also eligible for mentoring opportunities with Beverly Bank & Trust executives, a knowledge exchange with a member of the faculty specifically focusing on critical competencies in banking and financial services, and early consideration for summer internships.

Girls in the Game

[Girls in the Game](#) uses sport as a tool to develop positive outcomes in girls’ lives. With support from Wintrust, this organization worked through COVID-19 restrictions to provide more than 1,100 youth with sports, health, and leadership programming this year. Wintrust also provided funding so that Girls in the Game could distribute 878 Fitness Packs to girls and teens to foster their health and well-being at home.

Green City Market

[Green City Market](#) is securing the future of food by deepening support for sustainable farmers, educating our community, and expanding access to locally grown offerings. In 2022, Wintrust supported Green City Market in connecting more than 290,000 Chicagoans to local farmers, reaching over 800 youth through educational programs that increased knowledge of the importance of the local food system, and distributing more than \$140,000 in nutrition assistance to Chicagoans facing food insecurity.

Misericordia

A Catholic Charity of the Archdiocese of Chicago, [Misericordia](#) offers a community of care that maximizes potential for persons with intellectual and developmental disabilities. Wintrust funding helped provide support for more than 600 children and adults through a continuum of residential options, job training and work opportunities, health and fitness resources, and social and recreational activities.

Rebuilding Together North Suburban Chicago

[Rebuilding Together North Suburban Chicago](#) helps provide essential home repairs and improvements for neighbors who cannot afford them, allowing them to live in dignity and remain in their homes — safe, warm, and dry. Wintrust helped to fund a variety of upgrades and accessibility projects. We also organize a team of employee volunteers to work on a house every year.



PROVIDING SEED MONEY TO SUPPORT NEAR WEST SIDE REVITALIZATION

Since its launch in 2016, the Rev-Up MKE competition has helped revitalize commercial corridors in Milwaukee’s Near West Side by identifying and supporting entrepreneurs who hope to start or expand businesses. Town Bank, a Wintrust Community Bank, awarded the 2022 winner of this “Shark Tank”-style competition — Vertical Essence Dance Company — \$10,000 in startup funding. The bank gave out a number of smaller awards to other participants as well. [Learn more about this annual event, the additional forms of support that winners receive, and the vital work being done by organizer Near West Side Partners, Inc., by visiting its website.](#)

SPOTLIGHT

Funding a Path to College for Chicago Public School Students

Among the many organizations we help support, Wintrust is a founding partner of [Hope Chicago](#). This newly established nonprofit funds scholarships that help reduce barriers to higher education for Chicago households most in need. In its first year, Hope Chicago already increased the postsecondary enrollment of its five partner high schools in the Chicago Public Schools by 30% over historical averages. Wintrust’s commitment will total \$1 million over five years.

Hope Chicago scholarships cover the full cost of attendance after any other grants or scholarships a student receives. These gap-closing scholarships can include tuition, room and board, books, fees, and surcharges. Hope Scholars also receive a laptop, a small annual stipend, and postsecondary counseling and support services. In 2022, recipients were able to choose from more than 20 higher education institutions in the Hope Chicago network, including Illinois public four-year colleges, the two-year City Colleges of Chicago, and selected private colleges, as well as vocational and professional schools.

To help address intergenerational inequities, Hope Chicago takes the additional step of giving one parent or guardian from a student’s family the option to take advantage of its scholarship program as well. By enrolling together, students and their parents can motivate and support each other. That ultimately increases the likelihood that they will both complete their postsecondary programs.

Hope Chicago will look to add more partner high schools to the program over time, focusing on communities where postsecondary success can make the most impact.

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Partnering with Cristo Rey Network to provide opportunities for high school students

The Chicago-based [Cristo Rey Network](#), which comprises 38 Catholic high schools across 24 states, has long been known for its rigorous college preparatory academics and a unique Corporate Work Study (CWS) program that provides professional work experience throughout all four years of high school. This two-pronged approach helps equip students from families of limited economic means with the skills they need to succeed in life.

Wintrust has been a longstanding partner of the Cristo Rey Network at the local and national levels, contributing a total of more than \$3 million since 2014 and providing CWS program opportunities for over 160 students. In Chicagoland and Milwaukee, a coordinated philanthropic effort across several Wintrust locations has helped us maximize the benefit we bring to these schools. Wintrust Wealth Management, Wintrust Bank, and local Wintrust Community Bank locations are CWS program partners and philanthropic supporters of the following four Cristo Rey schools:

Cristo Rey Jesuit High School (Illinois)

Wintrust has partnered with this school in Chicago's Pilsen neighborhood since 2006. Over the past 16 years, we have placed 64 students in CWS roles and contributed over \$200,000 in event sponsorships and other forms of support.

Christ the King Jesuit College Prep (Illinois)

Located in Chicago's Austin neighborhood, this school has received \$1.1 million in philanthropic support from Wintrust since 2015. Moreover, 28 students have been placed in CWS roles by Wintrust Wealth Management and the Wintrust Bank DePaul branch since 2015. Hyde Park Bank, a Wintrust Community Bank, placed a similar number of students over that time as well.

Cristo Rey St. Martin College Prep (Illinois)

Wintrust has donated more than \$1.6 million to this Waukegan-based school since 2006. In 2022, five Wintrust Community Banks placed 12 students in CWS positions.

Cristo Rey Jesuit High School (Wisconsin)

Wintrust has placed 28 students in CWS roles since this Milwaukee school opened in 2015. We have also contributed \$12,000 in event sponsorships.

Our relationship with Cristo Rey extends to other areas as well. Wintrust Founder and CEO Ed Wehmer has been engaged in various leadership roles locally and nationally. Most recently, he served as Midwest Honorary Chair of the Cristo Rey Network national office's historic Putting Education to Work campaign from 2018 to 2020. Wintrust's investment in the campaign is scaling innovative programming across all Cristo Rey schools.

The Cristo Rey national office and the Chicagoland schools also bank with Wintrust, and we provided them with the Paycheck Protection Program loans that were essential to maintaining financial security throughout the COVID-19 pandemic.



ENGAGING WITH MILITARY AND VETERANS COMMUNITIES

Wintrust's Veterans First Mortgage specializes in helping veterans and active duty military members secure home loans through the VA, FHA, and USDA government-backed mortgage programs. In 2022, Veterans First engaged with military and veterans communities on a number of fronts. For example, volunteers provided dinners for veterans and their families at Fisher House locations in Salt Lake City and San Diego. [Fisher House Foundation](#) operates 67 homes near medical facilities in 33 states plus Washington, D.C., Germany, and the United Kingdom where military and veteran families can stay free of charge while a loved one is in the hospital.

As part of its 2022 holiday initiative, Veterans First also supported the U.S. Marine Corps Reserve's [Toys for Tots Foundation](#). Toys for Tots collects and distributes unwrapped new toys for children in need nationwide. Many Veterans First employees volunteer for [The Murph Challenge](#) as well. This demanding CrossFit workout on Memorial Day helps raise funds for the Lt. Michael P. Murphy Memorial Scholarship.

Taking a leading stake in a new fund that supports communities of color

Wintrust has long invested in funds that support development across Chicagoland, especially those focused on improving low- and moderate-income (LMI) communities. We took another step this past year by staking \$9.25 million in the new \$25 million Communities of Color Fund operated by the [Chicago Community Loan Fund \(CCLF\)](#).

Founded In 1991, CCLF has helped ensure that Chicagoland developers (including small and emerging groups) would have a lender to turn to for hard-to-underwrite projects and enterprises. Its latest fund is designed to support African American, Latino, and other business developers of color in LMI neighborhoods. In particular, the fund will focus on projects on the South and West sides, as well as suburban markets in Cook, Will, DuPage, Kane, McHenry, and Lake counties that lack access to low-cost capital.

Eligible for-profit and nonprofit entities can apply for loans of up to \$1 million. Applicants must be led by people of color, undertaking projects that include the following:

- Creating and preserving affordable housing
- Expanding commercial retail
- Creating jobs through a social enterprise
- Offering community services through a nonprofit facility

RECEIVING MULTIPLE HONORS IN 2022

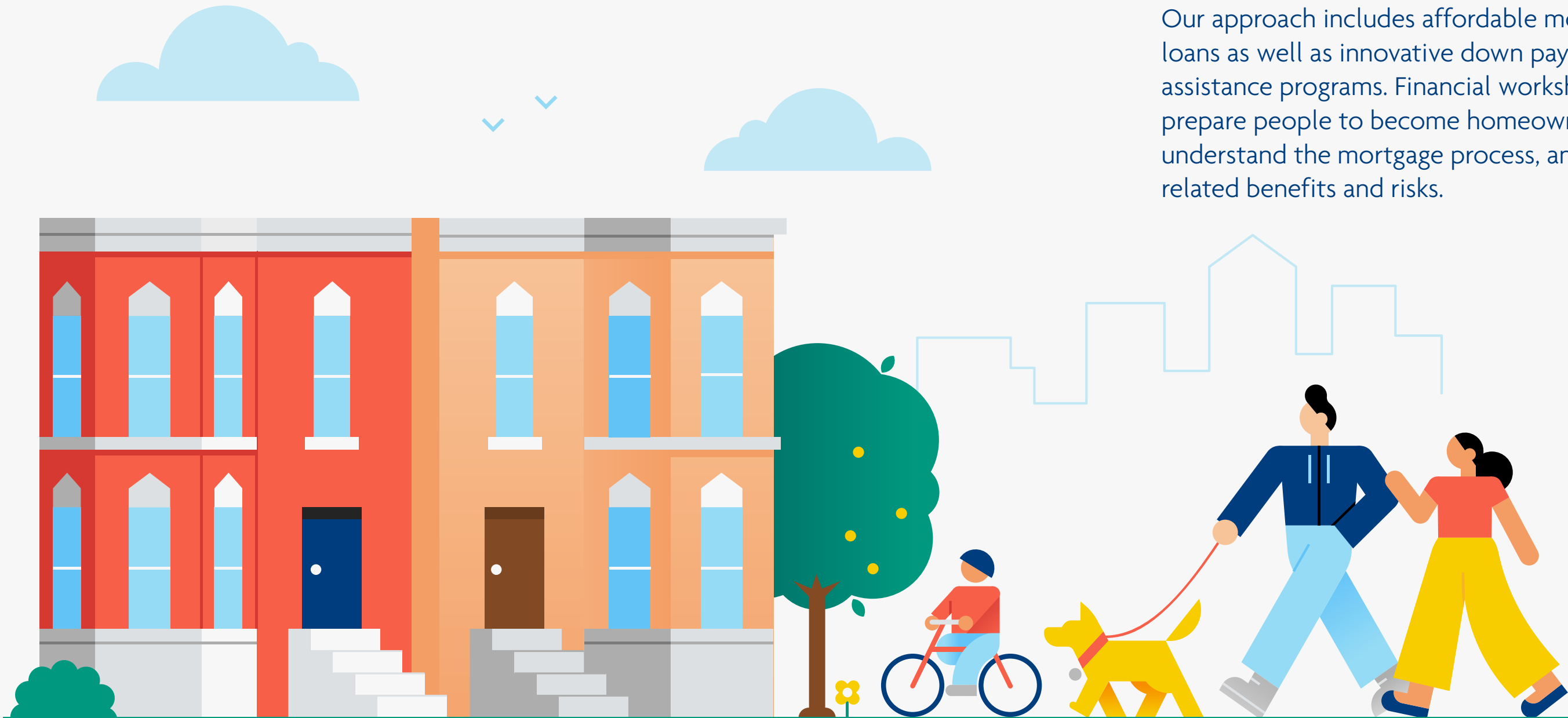
- North Lawndale Employment Network's Creating a Community That Works Partner Award
- Federal Home Loan Banks' Community First Award
- Ranked #1 in Customer Satisfaction with Retail Banking in Illinois*
- American Bankers Association Foundation Community Commitment Award (for economic inclusion)
- Illinois Association of Park Districts Best Friend of Illinois Parks (small business category)
- Hmong Wisconsin Chamber of Commerce Cornerstone Award

* Wintrust Community Banks received the highest score in Illinois in the J.D. Power 2022 U.S. Retail Banking Satisfaction Study of customers' satisfaction with their primary bank. Visit [jdpower.com/awards](https://www.jdpower.com/awards) for more details.

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Expanding Homeownership & Affordable Housing

Wintrust believes that homeownership should be available to more people. In addition to the traditional secondary market mortgage business, we have products and services that support families in low- and moderate-income communities across Chicagoland and Wisconsin. Our approach includes affordable mortgage loans as well as innovative down payment assistance programs. Financial workshops help prepare people to become homeowners, understand the mortgage process, and recognize related benefits and risks.



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All Wintrust Mortgage employees are trained to follow a comprehensive set of fair lending practices. Wintrust Mortgage follows nondiscriminatory loan policies and does not discriminate based on an applicant's race, religion, gender, or any other aspects of identity or geographical location.

Providing homebuyers with access to affordable mortgage loans

Our consumer loan origination and servicing operations are primarily consolidated within our Wintrust Mortgage division, which serves diverse markets throughout all of our service areas. We continually evaluate our products, programs, and personnel so that we are well positioned to offer responsible, affordable, and sustainable mortgage financing solutions to underserved markets.

Our approach takes many forms. Among them, Wintrust Mortgage has offered a special program through a partnership with Chicagoland Habitat for Humanity for the past six years that features below-market-rate mortgages. It started with a four-year, \$40 million commitment in 2017, which we renewed in 2021.

Among this mortgage product's many benefits, homebuyers can purchase homes with loan-to-value ratios of as high as 97% without the need to obtain private mortgage insurance. Borrower credit scores can be as low as 620. Furthermore, unlike many others, Wintrust Mortgage permits use of secondary financing and down payment assistance programs.

The table that follows reflects total loans we have made through the Habitat partnership over the past four years as well as through other affordable mortgage programs created by the City of Chicago; Cook County, Illinois; Federal Home Loan Bank of Chicago (FHLBC); the Illinois Housing Development Authority (IHDA); and Fannie Mae.

Mortgages Funded Through Selected Affordable Lending Programs in Illinois and Wisconsin

	UNITS	LOAN VOLUME
2019	912	\$71,371,065
2020	1,167	\$99,363,033
2021	1,315	\$109,203,403
2022	1,034	\$107,319,011
Total	4,428	\$387,256,512

Wintrust Mortgage also provides expertise through local financial education workshops with the Chicago Urban League, Spanish Coalition for Housing, South Suburban Housing Center, and other nonprofits.

Putting homeownership in reach through down payment assistance options

Homebuyers in many of our communities, particularly first-timers, can struggle to come up with the down payment needed to attain their dream of homeownership. Wintrust Mortgage and Wintrust Community Banks offer a variety of down payment assistance programs that can help overcome this hurdle. Among them, we participate in an affordable mortgage program created by the IHDA that offers borrowers up to \$10,000 provided they make a minimal investment with their own funds. We also offer a forgivable grant of up to \$6,000 through the FHLBC Down Payment Plus program to qualified buyers in Illinois, Indiana, Wisconsin, parts of Minnesota, Des Moines, and Los Angeles. And for qualifying borrowers within the city limits of Chicago, a City of Chicago Taxsmart Mortgage Credit Certificate provides borrowers with a tax credit of 25% of the annual mortgage interest paid, up to \$2,000 a year for the life of the loan.



HELPING BRIDGE THE WEALTH GAP WITH GRANTS TO COVER CLOSING COSTS

Homeownership has long been a crucial way that families build their wealth, often across generations. Yet the opportunities for this avenue of wealth-building have not been evenly distributed across socioeconomic or racial lines.

Our Wintrust Down Payment Program, now in its third year, offers yet another way to help low- and moderate-income families afford their first home purchases. Working with HUD-approved nonprofit partners, this program offers grants of up to \$2,000 per qualified homebuyer to cover closing costs. Participants are not required to obtain their mortgage through Wintrust Mortgage or any of our community banks.

In 2022, Wintrust increased funding for this program to \$400,000, which means that up to 200 homebuyers stand to benefit.

In 2022, Wintrust was named the #1 Illinois Housing Development Authority lender for the eighth straight year based on loan volume.

Investing in affordable housing on Chicago's southwest side

In November 2022, Wintrust Bank and Beverly Bank & Trust Company, a Wintrust Community Bank, were proud to invest \$500,000 each to support work being done by [The Resurrection Project \(TRP\)](#) to expand access to affordable housing.

Since its founding in 1990 in Chicago's Pilsen neighborhood, TRP has been working to revitalize predominantly low- and moderate-income communities of color on the city's southwest side. In addition to its focus on housing, this nonprofit offers a broad range of services and support programs that help families build financial security. TRP also works to defend immigrant rights and develop community leaders. In 2021, TRP served over 126,000 people across more than 36,000 households.

Our contributions will support the following TRP-led housing initiatives:

- Creating demand for new housing by acquiring vacant lots and building modular, single-family homes for purchase by owner-occupants in southwest neighborhoods
- Bridging the wealth gap through flexible- and affordable-funding lending products
- Creating and retaining homeowners and renters in an area that has experienced disinvestment and limited investor interest due to depressed values

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Furthering Financial Health

Wintrust promotes the financial health of the communities we serve through several initiatives. In low- and moderate-income (LMI) neighborhoods, we have established a significant presence to meet the unique needs of residents. We also prioritize financial education for both children and adults. And for the unbanked and underbanked, we've worked to make checking and savings accounts more affordable.



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Serving low- and moderate-income neighborhoods through brick-and-mortar locations and digital services

More than 50% of the retail banking locations we have opened over the past five years are located in LMI neighborhoods. As a result, we have made deposit accounts, mortgages, and business loans more accessible to underserved residents. Improving access to financial services and to community-oriented banks is one of the keys to creating pathways toward homeownership. It also provides businesses and entrepreneurs with the capital they need to grow.

These neighborhoods have also benefited from our investment in the online digital banking experience. For example, digital banking has improved accessibility for individuals that cannot make it to a branch during business hours. Among other benefits, we offer a personal finance tool that helps customers budget and manage their finances.

Among LMI neighborhoods, the North Lawndale community responded enthusiastically to the branch we opened in 2021. This predominantly Black community, where 45% of households live below the federal poverty line, had only one local bank branch at the time. In just over a year following its opening, this location's market share of deposits in the 60624 zip code surpassed 10.5%. Wintrust worked closely with the North Lawndale Employment Network (NLEN) in opening this branch. In collaboration with the NLEN, residents had access to innovative employment initiatives that support economic advancement. We also taught 51 financial education courses in 2022 in North Lawndale.

Wintrust received a 2022 Community Commitment Award from the American Bankers Association for our work with the NLEN, making us one of only seven banks nationwide to receive this honor.

Improving access across our communities through affordable accounts

According to nonprofit [Bank On Chicago](#), 7% of Chicago residents are unbanked — meaning they lack both a checking and a savings account — and the cost of being unbanked over a lifetime can total \$40,000. That's why Wintrust offers Money Smart checking and savings accounts as well as other cost-effective accounts such as Total Access Checking in communities we serve. Both Money Smart accounts require no minimum deposit to open, while the checking account has no monthly fee and is Bank On-certified.

The Bank On program works to ensure that every American has access to safe and affordable financial products and services. Core account features include low costs, automatic overdraft prevention, and robust transaction capabilities, such as a debit or prepaid card and online bill pay. Bank On-certified accounts benefit unbanked and underbanked individuals who may face credit or identification problems, have a high distrust of financial institutions, or are unable to meet the minimum balance to open an account.

Overdraft fees can also exact a heavy financial toll, which is why Wintrust has been working to eliminate consumer overdraft fees entirely by March 2023.

During the 2022 tax season, Wintrust partnered on a pilot project with [Ladder Up](#), the Chicago-based nonprofit that provides financial consulting resources to help low-income individuals move up the economic ladder. At three Chicago-area locations — Olive-Harvey College, Harry S. Truman College, and the Harold Washington Library Center — Ladder Up offered free tax preparation services, while Wintrust's Beverly Bank & Trust and Wintrust Bank helped interested individuals open affordable Total Access or Money Smart checking accounts. Over a 10-week period, we participated in more than 55 such events.



Palatine Bank & Trust teammates join Buck the dog, the Junior Savers Club mascot, at a community event. Left to right: KB Vasavada, Assistant Branch Manager, Palatine Bank & Trust; Heera Martolia, Senior Teller, Barrington Bank & Trust; Jasmine Perez, Relationship Banker, Wintrust Bank; and Karina Garcia, Client Support Professional, Crystal Lake Bank & Trust.

Prioritizing financial education for all ages

Wintrust has made financial education for people of all ages a priority across our communities. In 2022, our employees devoted more than 1,600 hours and reached over 8,100 people through education sessions and other forms of financial instruction.

For example, Wintrust partnered with the Alive Center for Teens to provide financial education and mentoring through lunch-and-learn programs at its newest location at the Greenbrook Tanglewood Community Center in Hanover Park, Illinois. This award-winning nonprofit offers after-school and summer programs that help teens build meaningful connections with peers and caring adults as well as learn valuable leadership skills.

Through our Junior Savers accounts, we provide children with the opportunity to open bank accounts with no minimum deposits or potential monthly fees as long as they are under 22. Moreover, account holders can benefit from participating in Wintrust's Junior Savers Club, which teaches life and financial literacy skills through activities in branches, in the community, and online. In 2022, Wintrust launched a Teen Banking Club targeted to the needs of older children who have begun making the transition to adulthood.

The FDIC Money Smart education program, which we have used for the past 12 years, continues to be a core part of our efforts to help people build knowledge, security, and confidence in their financial abilities. The Wintrust family has trained Money Smart facilitators consisting of bank tellers, loan officers, and other employees who provide in-person courses and one-on-one training at our banks as well as virtually.

Money Smart for Young People features age-appropriate courses for children and teenagers that focus on the basics of managing money. As part of the YMCA's Healthy Kids Week in 2022, Wintrust charters presented seven Money Smart Classes to more than 75 participants at YMCA locations across Chicagoland.

The adult course covers a variety of topics, including budgeting, understanding and effectively using credit, managing debt, and buying a home. A separate course for older adults and their caregivers tackles issues that include avoiding common scams aimed at seniors. Money Smart for Small Businesses, developed in partnership with the U.S. Small Business Administration, looks at managing finances, tax planning and reporting, and other matters related to starting and managing a business.

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Empowering Small Businesses

Wintrust banks serve small- and medium-sized businesses of all types across our service areas, providing them with the financial resources they need to succeed. Ultimately, thriving businesses play a critical role in strengthening our communities. We proudly support businesses owned by women, minorities, and veterans. Our Wintrust SBA Lending division specializes in Small Business Administration (SBA) loans, and Wintrust is the top SBA lender in Illinois based on dollar volume.



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Providing multiple funding options for small businesses

Wintrust has a dedicated SBA lending team that specializes in serving the unique needs of local small businesses. We make loans as small as \$150,000 and as large as \$10 million.

A few of the SBA loan options we offer include:

SBA7a Loans

This type of loan provides a straightforward solution for businesses in need of up to \$5 million. It can be used to help them expand, purchase another company, or improve cash flow through longer amortization of capital expenditures.

SBA Express Loans and Lines of Credit

Providing from \$350,000 to \$500,000, these products offer faster turnaround times than other SBA loans. Businesses can also expect lower down payments on fixed assets, longer amortization of business expansion loans, and financed fees.

SBA 504 Loans

For businesses that need new equipment or a larger space, this loan can provide up to \$10 million to cover the costs of equipment or real estate. SBA 504 Loans are longer-term loans with fixed-rate financing on a portion of debt. Construction financing is also available.

#1 lender

of Small Business Administration loans in Illinois, based on total dollar volume

Helping the Chicago Fed speak the language of the Latino business community

Business Smart Week is the Federal Reserve Bank of Chicago's signature supplier diversity initiative. Held annually, it convenes experts to transfer knowledge and provide area companies with tools to better manage their business. For 2022, the Chicago Fed sought to engage the Latino business community more effectively by including some presentations delivered in Spanish for the first time in the initiative's nine-year history. Wintrust, through our partnership with the Dominican University (DU) [Brennan School of Business](#), knew just where to turn.

A group of DU students and alumni had already been researching 30 different tools and programs with a mindset of running a small business. After looking at how these tools worked, the team analyzed functionality, price, and accessibility to recommend the ones they believed were the best for small businesses of less than 50 employees. And they had shared the content, findings, and recommendations on a bilingual website — [smallbusinessstoolset.com](#) — to ensure maximum accessibility for small-business owners.

The DU researchers worked with a team from Oak Park Bank, a Wintrust Community Bank, to turn their findings into a presentation that was well-received by those in attendance. DU alumna Elizeth Arguelles delivered the presentation entirely in Spanish — setting a new precedent for Business Smart Week.



CUSTOMER SPOTLIGHT

Iya Foods

When Toyin Kolawole founded Iya Foods in 2015, she had a vision of creating products based on sustainable superfoods from her native Nigeria and other parts of Africa.

“Plant-based foods such as cassava and fonio are nutritious, versatile, and delicious,” notes Kolawole, who came to the United States at age 26. “They also have the added advantage of being gluten free.”

Early on, the former private-equity analyst and consultant turned to Village Bank & Trust, a Wintrust Community Bank, to help finance her company's growth. In 2018, the bank provided financing through the Advantage Illinois program, which was designed to provide easier access to capital for starting up and expanding small businesses.

“That loan helped us to refinance existing debt on reasonable terms and provided the liquidity we needed to support additional growth,” says Kolawole.

Today, Kolawole runs a company based in Naperville, Illinois, with annual sales that totaled nearly \$3 million in 2021. That represents a doubling in growth from the previous year. In addition to selling directly to consumers through [Iyafoods.com](#), the company's baking mixes, vegetable powders, spice blends, and other products can be found at Walmart, Raleys, Hy-Vee, Marianos, and Food Lion.

In 2022, Village Bank & Trust provided Iya Foods with an SBA7a small business loan, which allowed the company to purchase equipment that will further expand its manufacturing capabilities.

Says Kolawole: “This loan will help us launch new suppliers, expand our foodservice and co-packing business, and introduce new products. We plan to reach \$100 million in sales by 2026 by becoming the leading U.S. innovator and manufacturer of gluten-free snacks and baking mixes.”

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Advancing Diversity, Equity & Inclusion

We know that a commitment to diversity, equity, and inclusion (DEI) is not only the right thing — it also powers our business. The areas we serve include a rich mosaic of cultures and communities with their own unique needs. Building a culture of diversity and inclusion, both for our employees, as well as our customers and communities, enables us to better serve all these key stakeholders.



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Creating an inclusive culture

Led by Chief Diversity Officer Melissa Donaldson, our approach to DEI is focused on a few key principles, including the following:



Building a diverse and inclusive workforce at all levels of the company



Offering products and services that meet the needs of all our customers



Engaging with external partners to support equity in our communities

We thread our DEI initiatives through each of our businesses and banks so they can determine what is most relevant to meet their unique needs and opportunities for growth. Collectively, our long-term DEI efforts are guided by our internal strategic framework, the One Wintrust Diversity, Equity & Inclusion Roadmap. The Roadmap serves as the compass for all plans, programs, and initiatives aimed at advancing DEI across our four main priority areas:



One of our overarching goals is to build an inclusive workforce that mirrors the diverse communities we serve. As of December 31, 2022, women made up 59% of our workforce, and 32% of our workforce was ethnically diverse. We are proud of this progress and continually seek to do better.

Internally, we have set a goal to increase year-over-year representation of women and professionals of color at the vice president level and above. As part of our DEI roadmap, and in accordance with federal regulation, we have also developed a scalable approach to operationalize affirmative action plans across Wintrust. Our approach includes engagement with key stakeholders — including human resources talent managers, senior leadership teams, and boards of directors — a DEI plan for each business unit, and progress check-ins.

The Wintrust Credit Academy (WCA), a two-year rotational credit analyst program for recent college graduates, is one way we work to improve diversity within our early career pipeline. We also partner with organizations like [UNCF](#) to provide scholarship awards and to recruit students of color for internships. Many of these students go on to receive full-time offers for the WCA, or in other areas of the company. In 2022, we prioritized campus recruiting for the program, hired our first campus recruiter to proactively seek out candidates, and successfully recruited our largest WCA class to date. Forty-three percent of WCA participants identified as people of color, and 40% were women in 2022.

Since we operate in areas with a large Spanish-speaking population, we are also working to expand our bilingual service offerings. As of 2022, about one-quarter of our

customer call center staff speak Spanish, and we have also launched a new Spanish language marketing initiative to increase our outreach in Hispanic and Latino communities.

Looking outside our company, we seek to be productive partners for racial and financial equity by working with external organizations. Since 2017, we have been signatories to the [CEO Action for Diversity & Inclusion Pledge](#), which connects companies across the country to share best practices and deepen their work on DEI. In 2020, we joined a related program, the [CEO Action for Racial Equity Fellowship](#), which allowed Susana Meza, our vice president of community impact, to spend two years working on equity-focused economic empowerment initiatives.

We work with local nonprofits and other external organizations to support their racial equity work. For example, we are engaged in a three-year partnership with The [Chicago Urban League \(CUL\)](#), a nonprofit focused on creating equity for Black citizens through social and economic empowerment programs. Wintrust supports the CUL's Center for Entrepreneurship & Innovation, which provides Black entrepreneurs in Chicago with educational and technical resources to support their growth. Several Wintrust branches in the Chicago area also support the CUL by hosting "Access to Capital" sessions for prospective homeowners.

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Celebrating our diversity through business resource groups

We want all employees to feel like they have a home within Wintrust by providing opportunities for networking and career development.

Our business resource groups (BRGs) provide a key avenue to building a sense of connection and celebrating the diversity of identities within our company. Our first BRGs launched in 2019 and have been on a journey of expansion since then, including throughout the pandemic. In 2022, we added a new BRG, Women of Wintrust, bringing our total to five. BRG membership is open to all employees and, as of 2022, approximately 10% of our workforce participates in at least one.

Many of our BRGs held in-person events this year for the first time since 2019 due to the pandemic. These events have provided a vital touchpoint for employees — who often work in different offices and locations — to come together, network, and build community. Moving forward, our employee volunteers who serve as BRG leaders are working to identify strategic annual goals for their groups to deliver even greater value to members and the organization.



OUR BUSINESS RESOURCE GROUPS

- Multicultural Professionals Network**
(empowering all racial and ethnic identities)
- Women of Wintrust**
(empowering employees identifying as women)
- Prism**
(empowering the LGBTQ+ community)
- Leadership Coalition**
(empowering leaders of all gender identities)
- Career Navigation**
(empowering early career or new employees)



Our BRGs help us build bridges across the company and make connections that wouldn't happen otherwise. We're so grateful for the participation of our employees in these groups, and we are working to always make our BRGs a place where they can show up as their full selves and feel empowered to guide their future at Wintrust. ”



Sonal Sharma (she/her)
Senior Vice President, Bank Operations and Leadership Coalition
BRG Co-chair



Left to right: Guy Eisenhuth, Executive Vice President & Market Head, Wintrust Financial Corporation; Tracy Kelly, Relationship Manager, Community Banking, Beverly Bank & Trust; and Ed Wehmer, Founder & CEO.

Supporting our employees through development opportunities

We believe mentorship and sponsorship are an important part of our DEI progress by offering our employees a place to seek, address, and connect to resources they need to be successful to grow at Wintrust.

In late 2021, we started a new program to strengthen our multicultural executive leadership bench. Called *Paired to Win: Success Through Advocacy*, the year-long sponsorship program matches high-potential, mid-level leaders with executives to create opportunities for development and networking in the senior ranks. The program is fueled by the idea that intentionally creating opportunities for exposure and growth of talent, including for women and people of color, results in a strong pipeline of future leaders poised to drive the company's continued success.

The *Paired to Win* program team matched over 50 selected "protégé" and "advocate" pairs based on talent, experience, and areas of interest. Among our protégés, 67% are female, and 35% identify as a racial or ethnic minority. Through the course of a year, advocates helped protégés expand aspirational career goals within Wintrust and better understand the preparation for and pathway to executive ranks. As of the end of 2022, we have seen seven promotions come out of the *Paired to Win* program and expect additional benefits for participants over the long term.

In 2023, we will expand the *Paired to Win* program to include a mentorship program available to all employees using state-of-the-art technology to enhance effectiveness.

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EMPLOYEE SPOTLIGHT

Ngoc Nguyen (she/her)

Vice President, Diversity & Inclusion Practices

Ngoc Nguyen understands the power of personal connection as a driver for change. As Wintrust's vice president of diversity and inclusion practices, she leads all employee-facing DEI programs, actively managing and executing them with a focus on fostering authentic connections among employees. In the past few years, she has developed and expanded our BRGs and *Paired to Win*. Both initiatives are designed to activate employee participation

across the organization, improve the employee experience, and build intentional, authentic, and cross-cultural relationships.

For Ngoc, Wintrust's DEI work with employees is an outgrowth of the company's long-standing commitment to serve its local communities. "We know we are great at building community with our customers locally. We are taking those lessons internally to create the same sense of connectedness and belonging for our employees to co-create our Wintrust workplace of the future," she notes. "Each of us has a shared responsibility to take actions to create a culture where everyone feels welcomed and included in the workplace."

Beyond spearheading larger DEI programs, she has also worked to create new opportunities for employee connection and culture building, even through the challenges of the pandemic. That includes Happenstance, a program serving as an online "water cooler" for network-building that randomly matches people across Wintrust at the start of each month. Pairs are encouraged to connect for at least 15-minute conversations with prepared prompts. The program has attracted over 150 participants, including senior leaders.

Moving forward, Ngoc remains dedicated to creating purposeful ways to strengthen our culture and authentic interactions, whether it's expanding the strategic vision of our BRGs, building new mentorship platforms, or finding everyday ways for employees to connect across our locations.

Meeting the needs of our veteran customers, employees, and communities

At Wintrust, we recognize the valuable contributions that veterans make to our country and seek to support our current and former military men and women through recruiting programs, tailored banking services, and community engagements.

For example, our Veterans First mortgage business helps service members across the country buy their own homes through the government-backed Veterans Affairs Home Loan Guaranty program. Veterans First offers qualified veterans mortgages with no down payment or private mortgage insurance required, along with competitive interest rates. In 2021, Veteran's First opened its first brick-and-mortar location in Virginia Beach, Virginia, one of the nation's largest military communities.



CUSTOMER SPOTLIGHT

Veteran Transportation Services

One of the many veteran-owned customers we support is Veteran Transportation Services (VTS), an Illinois-based material-hauling company specializing in commodities like asphalt and dirt. Seeking out a more personalized bank experience, VTS began banking with Wintrust in 2022.

"In a short amount of time, we have been tremendously impressed by the personal attention and attentiveness we have received from Wintrust," says a VTS spokesperson. "There is a huge advantage to using a community bank such as Wintrust because of the intimacy you get from working directly with people instead of just a system."

VTS, which is minority owned, has its sights set on future business growth while making a positive impact in the community. The company plans to recruit recent veterans as well as minorities from disenfranchised communities.

"These two demographics are the backbone of our country that is often forgotten," says VTS. "Our company honors the men and women from these demographics and plans on sponsoring their commercial driver's license schooling if they choose to join our team."

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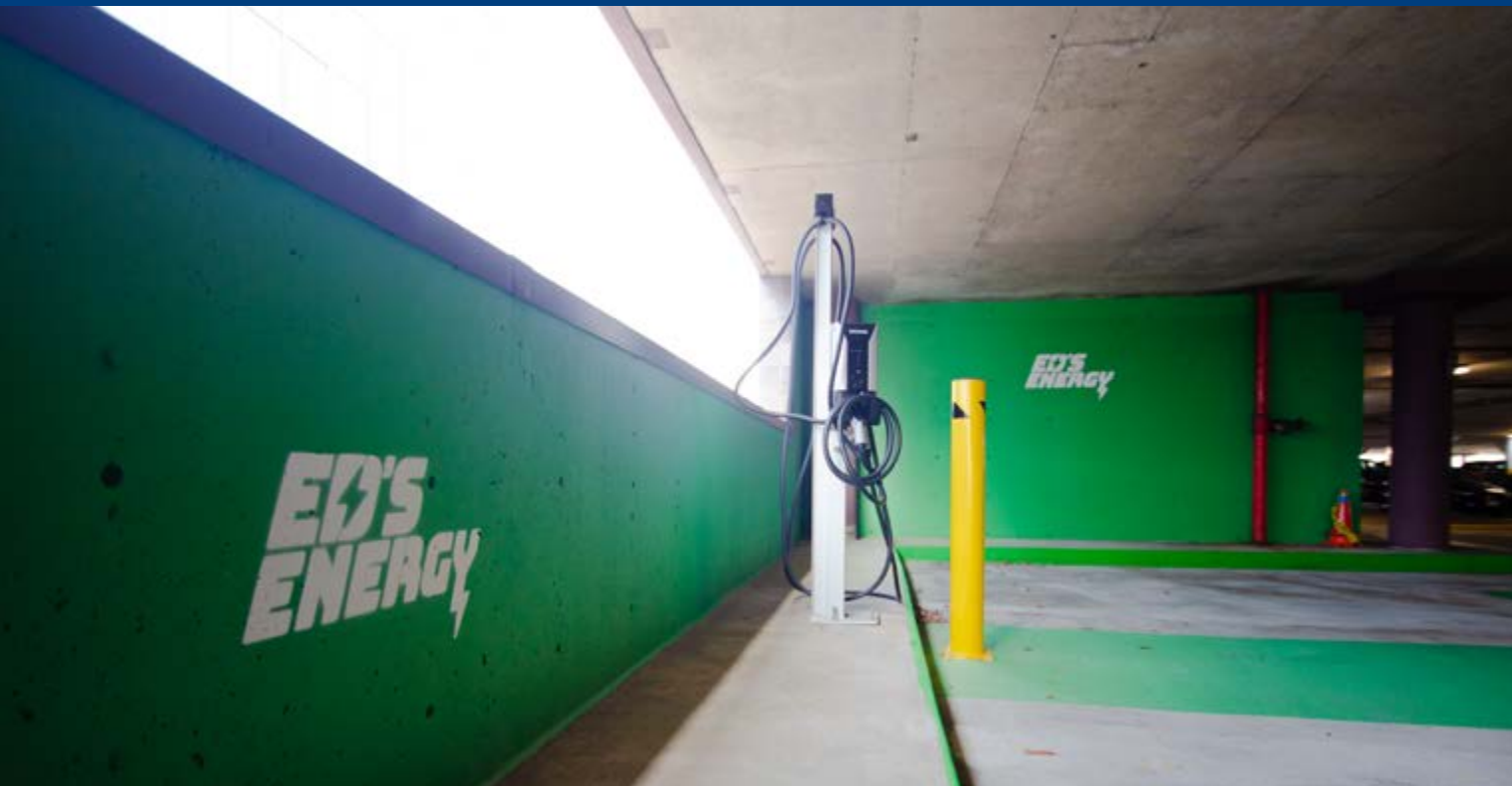
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Protecting the Environment

At Wintrust, we believe that we all must play a role in addressing the ongoing climate crisis. We focus on limiting our collective impact on the environment while also planning for a more resilient and sustainable future.





Electric vehicle charging stations at our Rosemont, Illinois campus.

Mitigating Our Impact

Our approach to protecting the environment is currently centered on mitigating the environmental impact of our operations. We are also working to gain a deeper understanding of the climate-related risks we face in our business and to support projects and investments that contribute to climate solutions.

We have a relatively limited impact on the environment through the operation of our offices and bank branches. Still, we work to reduce our resource consumption by adopting efficient building standards and technologies and pursuing renewable energy solutions where possible. In 2022, we installed six new electric vehicle charging stations at our corporate campus in Rosemont, Illinois.

In any new construction project, we pursue energy-efficient measures, including high-efficiency HVAC equipment and windows, LED lighting, and lighting sensors. While we don't always pursue formal certification of

green building standards, we aim to meet or exceed those standards in any new construction or renovation. Wherever possible, we recycle or reuse construction materials and furniture following renovations, rather than sending them to the landfill.

Our Rosemont campus utilizes geothermal energy and participates in a demand response program through our local utility. We also continue to pursue our LED lighting retrofits at our locations.

Our water use is limited, and we use low-flow toilets and automatic faucets wherever possible to further conserve water. We have reduced paper use across our organization by encouraging customers to adopt electronic paperless statements, and we are working to expand recycling programs at our facilities.

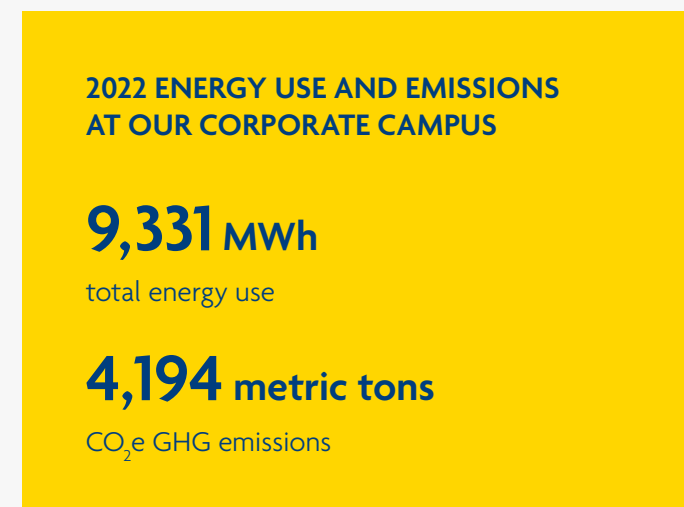
Understanding Our Risks and Opportunities

In 2022, we created our Environmental, Social and Governance (ESG) Committee to take a deeper look at our current practices, as well as both the risks and opportunities related to climate change. Based on this assessment, which was informed by recommendations from the Task Force on Climate-related Financial Disclosures, we prioritized the creation of an ESG committee charter and a formal ESG governance structure under the oversight of a nominating and governance committee of the corporate board of directors.

The ESG Committee's charter was reviewed and approved in 2022 by the nominating and governance committee. We are working to finalize our ESG policy in 2023. We also continue to monitor and respond to changes in regulatory requirements for financial institutions regarding climate disclosures.

Given the distributed nature of our business, gaining an accurate understanding of our risk exposure and potential opportunities related to climate change is a complex task. Over the next few years, we plan to extend our information gathering process — including ESG questionnaires and data integrity reviews — to further refine our understanding. Over the longer term, we plan to continue monitoring our portfolio, expand market disclosures where appropriate, and increase our lending to environmentally focused initiatives.

In 2022, as part of this ongoing assessment process, we leveraged our Winning at Wintrust business case study program to more closely examine ESG risks, as well as opportunities, in our loan portfolio and credit risk management processes. Four hand-selected Wintrust leaders conducted an in-depth study of existing underwriting processes and lending exposure in relation to climate risk factors. The Winning at Wintrust team delivered short-, medium-, and long-term recommendations to senior leaders based on their study. We are prioritizing short-term recommendations, including streamlining North American Industry Classification System (NAICS) data among our portfolio companies to better understand potential exposure to environmental and climate-related risks in our loan counterparties.



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Supporting Climate Action

Financial institutions such as Wintrust have a powerful role to play in supporting climate-friendly solutions by creating viable investment strategies. For nearly 10 years, Great Lakes Advisors, LLC (GLA) has been a leader in climate-friendly investing through its Climate Opportunities Net Zero Portfolio.

GLA, part of Wintrust Wealth Management, began offering its Climate Opportunities portfolio in 2013 as a way to actively invest in the climate solutions of tomorrow. The fund moves beyond divestment in fossil fuels to focus on companies working on a diverse set of solutions in green buildings, renewable energy, sustainable agriculture, sustainable water, energy efficiency, and pollution prevention. The goal is to achieve market-comparable financial returns while supporting a more sustainable economy. As of December 31, 2022, the GLA team managed over \$157 million in climate-focused portfolios.

Between April 2021 and April 2022, clients who invested in the Climate Opportunities portfolio reduced Scope 1 & 2 emissions by over 5,500 tonnes via stock selection and carbon offsets, compared to the S&P 500 Index. That's equivalent to avoiding the carbon emissions from consuming nearly 13,000 barrels of oil.

In addition to our work at GLA, Wintrust regularly supports publicly funded projects through our Government Funds business. Wintrust maintains banking relationships with over 575 units of local governments and actively participates in over 10 government-specific associations within Illinois and Wisconsin. Our work with these institutions supports infrastructure improvements, equipment acquisition, and other capital projects that often help to mitigate environmental impacts like erosion or flooding.



EMPOWERING LOCAL SUSTAINABILITY LEADERS

We know that, even in the face of enormous climate change issues, no effort toward sustainability is too small. In partnership with the [Peggy Notebaert Nature Museum in Chicago](#), Wintrust is a sponsor of the [Chicago Conservation Corps \(C3\)](#), a grassroots program supporting local environmental leaders. C3 trains activists and organizers to build connections across their communities and to implement sustainability-focused projects in local neighborhoods.

In recognition of our long-standing support for the Peggy Notebaert Nature Museum and the C3 program, Wintrust is the 2023 recipient of the 10th Annual Award for Leadership in Science and Education.



CUSTOMER SPOTLIGHT

Eco Lighting Services and Technology

Eco Lighting Services and Technology (ELS-T) helps commercial, educational, and municipal customers save money and energy through different energy efficiency measures. The woman-owned company, based in Oak Forest, began banking with Wintrust in 2018 when CEO Mindy Nowakowski was looking for a smaller bank experience.

“Big banks were not as personable or helpful meeting my needs, so I asked around for a great bank that wants to grow together,” says Nowakowski. “Wintrust was recommended to me, and the experience I have had with my bankers has been outstanding.”

ELS-T is not just a customer at Wintrust, they are also a vendor. The company has implemented LED lighting upgrades at our corporate headquarters as part of our energy reduction initiatives.

Since 2008, Nowakowski estimates that ELS-T has helped its entire customer portfolio save well over \$1 million in total energy spending. The company also offers commercial solar and electric vehicle charging station installations.

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Maintaining Sound Governance & Ethics

Ensuring a commitment to ethical behavior

Since its start over 30 years ago, Wintrust has operated according to our key tenet to always do the right thing. As our organization has grown, we have not wavered from that core belief. Our commitment to ethical operations is found at every level of the organization.

The Wintrust [Corporate Code of Ethics](#) (the Code) is one way we create a culture of honest, ethical, and lawful behavior. The Code applies to all directors, officers, and employees of Wintrust as well as our subsidiaries. Beyond requiring compliance with all laws and regulations, the Code lays out standards and procedures for the ethical management of conflicts of interests, the handling of personal financial affairs, and the reporting of unethical behavior, among other issues.

Every year, all employees and directors of Wintrust and our subsidiaries are required to review and commit to following the Code. Certain senior officers of the company are also subject to the Senior Financial Officers Code of Ethics, which outlines requirements and expectations around our financial records and statements.

Prioritizing a culture of compliance and accountability

We take our responsibility to follow legal and regulatory requirements seriously, across all our business lines. Wintrust is subject to a variety of state and federal regulations, including on critical issues such as anti-money laundering, consumer compliance, and fair banking practices. We have adopted vigorous policies and programs to ensure compliance with legal and regulatory requirements.

Our compliance program identifies, monitors, mitigates, and reports on identified risks. This program is governed by a Consumer Compliance Policy and a BSA/AML/OFAC Policy and is overseen by our chief compliance officer. We have a dedicated fair and responsible banking officer and team and a dedicated BSA executive director and team focused on these critical programs.

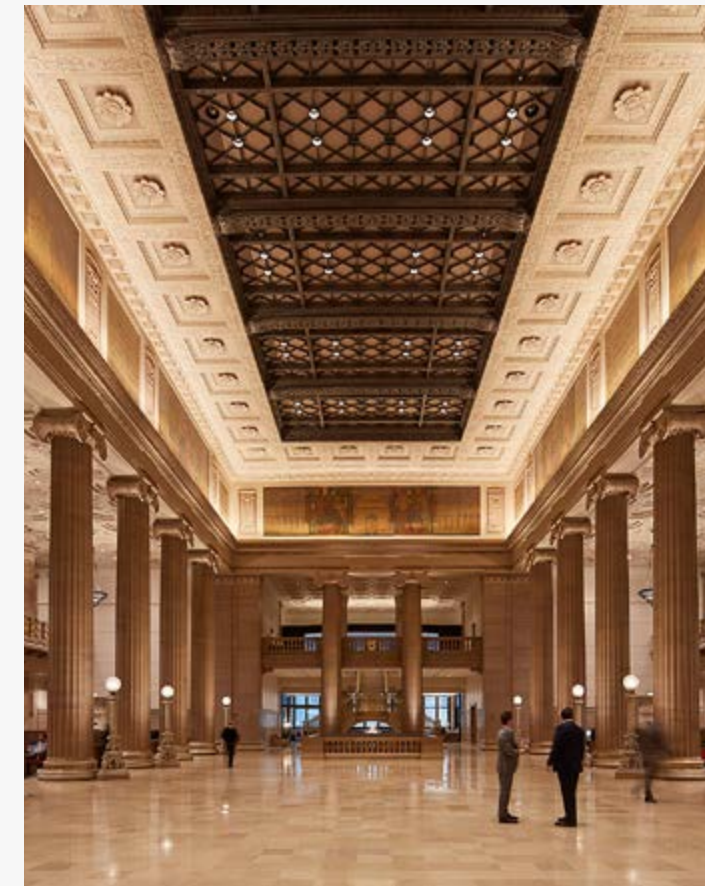
Wintrust does not discriminate on the basis of race, color, religion, national origin, sex, marital status, age, familial status, handicap status, sexual orientation, or gender identity, because all or part of an applicant's income is derived from any public assistance program, or because an applicant has, in good faith, exercised any rights under the Consumer Credit Protection Act. Our lending practices have long been guided, in part, by the company's strict anti-discrimination and fair banking policies. In 2022, we combined these two policies under our new Fair and Responsible Banking Policy, which states that we do not tolerate discrimination in any form and are committed to

Across our organization, we commit to making fair and ethical business practices the core of all that we do. Our success as a business depends on the trust of our community members and customers. In order to earn and maintain that trust, we implement robust policies and practices that meet the highest standards of corporate governance.

treating all individuals fairly, consistently, and equitably in all our lending, banking, and servicing functions. It is also our policy to provide clear and complete communications regarding products and services and to respond to customer concerns promptly and courteously.

Our dedication to fair and ethical banking begins with our culture, starting with an ongoing commitment to our customer, our fair banking program, and fair practices from our senior leaders through our company-wide policies such as our Corporate Code of Ethics. In addition, employees are required to complete training on the Fair and Responsible Banking Policy to promote an understanding of fair treatment and our anti-discriminatory expectations. We view customer complaints as an opportunity to improve products and services, enhance customer relations, and identify process improvements to further meet the needs of our customers and communities. This data is reviewed at all levels of the organization. Our consumer first mortgage loan origination and loan servicing operations are consolidated under our Wintrust Mortgage division to ensure consistent compliance with rules issued by the banking regulators.

We view our fair lending practices as a foundational component to our commitment to diversity, equity, and inclusion (DEI) within our company. To learn more about our commitment to DEI, both within Wintrust as well as in our communities and supply chain, please see the Advancing Diversity, Equity & Inclusion section of this report ([page 15](#)).



For more detail on our approach to compliance in our different business lines, please see our latest [10-K](#) submission.



ANTI-MONEY LAUNDERING POLICIES IN WAKE OF RUSSIAN CONFLICT

Wintrust has robust anti-money laundering (AML) policies and programs in place to ensure that we comply with all relevant regulations. Each of our subsidiary banks is subject to AML requirements, including annual employee training, appointing an AML compliance officer, procedures, customer due diligence, and an annual, independent audit to assess the effectiveness of its AML program.

Following the Russian invasion of Ukraine in February 2022 and subsequent sanctions issued by the United States, Wintrust implemented additional controls for wire transfers to Russia that include expanded sanction screening and an enhanced due diligence process.



For any initiative to succeed, it must live in its proper context. Wintrust’s decentralized model allows bank branches and boards to thrive in their local communities and respond to that specific context. This is a crucial part of making lasting contributions to DEI, and I see Wintrust continuing to make meaningful progress year after year.”



Alex E. Washington III (he/him)
Director, Wintrust Financial Corporation and Finance Committee Chair

As part of our culture of honesty and high ethical standards, we provide employees with multiple ways to report any suspected wrongdoing at the company. Our [Whistleblower Policy](#) protects those reporting any potential issues or violations, including suspected violations of federal laws or questionable accounting and auditing matters, from retaliation. Reports can be submitted confidentially through the Wintrust ethics hotline, which is available 24/7 via telephone or online, or to the board’s audit committee or any member of senior management. The policy also protects employees assisting with any investigations conducted internally or by outside law enforcement.

You can read key governance policies, including our Corporate Governance Guidelines and Corporate Code of Ethics, which includes discussion of our executive compensation philosophy, on our [website](#) and in our latest [Annual Report](#) and our [Proxy Statement](#).

Taking a comprehensive approach to risk management

Besides our commercial and community banking services, we also offer mortgage lending, insurance premium financing, wealth management, and other specialty lines of business across the country. Given the nature of our business, we face a variety of risks common to the finance industry, including changing economic and regulatory conditions, climate change impacts, competitive pressures, and cybersecurity concerns.

We manage these risks primarily through our Enterprise Risk Management (ERM) program, which identifies, measures, monitors, manages, and reports relevant risks. It is overseen by our Executive Vice President and Chief Risk Officer Jim Lentino.

Our board also has oversight of the risk management process and receives regular reports on risks facing the company. In addition, our board committees take an active role in risk management through a focus on specific risk areas, which we outline in our latest [Proxy Statement](#).

Like nearly all industries, we face increasing physical and transition risks from the escalating impacts of climate change. Physical risks include intensified and more frequent natural disasters — such as flooding, hurricanes, tornadoes, and wildfires — as well as longer-term shifts in climate, such as sea level rise and extreme heat, that could disrupt our operations or supply chain, or cause market volatility. Overall, we believe that we still have relatively low exposure to areas subject to coastal flooding, wildfires, and other natural catastrophes. As of 2022, Wintrust held approximately \$131 million in mortgage loans located in 100-year flood zones.

We’re also considering transition risks, such as changes in consumer preferences, additional regulatory requirements, and operating costs, and potential reputational damage through our involvement in certain industries known to exacerbate climate change.

We continue to develop processes to embed climate risk management into our ERM program and other risk management strategies.

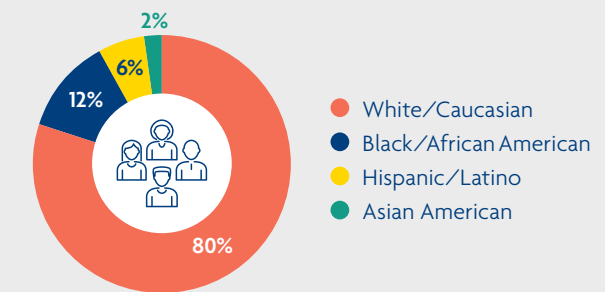


DIVERSITY ON OUR BOARDS

As part of our unique structure at Wintrust, each of our 15 banks operates its own board of directors, which reflects their organizational autonomy and the needs of the communities they serve. In addition, our Wintrust Financial Corporation (WFC) board operates at the corporate level.

In recent years, we have focused our efforts to expand diversity and representation in both our bank-level and corporate boards.

From July 2020 to January 2023, the share of board seats held by women or racial/ethnic minorities increased by a total of 10%. As of January 2023, 25% of our board seats are held by women, and racial/ethnic minority representation is as follows:



GROWTH IN TOTAL BOARD REPRESENTATION*

3.8% Women
11.2% Racial/ethnic minorities

* July 29, 2020–January 19, 2023

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KEY BOARD PRACTICES

We follow best practices within our corporate WTFC and local bank board of directors to set a tone of high ethical standards and accountability, starting at the top:

- Directors are elected annually by majority vote.
- Over 85% of our WTFC directors are independent.
- WTFC directors must be age 75 or younger to be elected and may not serve on the boards of more than four other public companies.
- Every director is required to complete annual company training, and the majority of WTFC directors serve on subsidiary boards to better understand Wintrust operations.
- WTFC directors must own significant Wintrust common stock and are prohibited from hedging, short selling, or pledging common stock.

Staying Ahead of Cybersecurity Threats

Cybersecurity threats, including data theft and ransomware attacks, have continued to escalate against financial institutions in recent years. At Wintrust, we take these threats seriously and devote significant resources to protecting against them. We are continually refining our approach to ensure that we are identifying and responding appropriately to evolving risks.

We have designed and implemented a robust cybersecurity program to combat cybersecurity threats and safeguard our information assets while protecting our customers' data and privacy. Our highly skilled Information Security (IS) team manages our cybersecurity program, and we partner with third parties and vendors, where appropriate, to identify and implement best-in-class cybersecurity technologies.

The IS team supports security awareness through employee education and awareness events, and Wintrust's Security Operations Center operates 24/7 to detect, analyze, and mitigate threats.

We also help our small business customers protect their data and combat fraud through a variety of tools and resources. These include webinars featuring industry experts, in-person seminars, and periodic white papers.

As a leading community bank, we use high-level security and encryption technology tools to monitor and protect customer data. In addition, the [security page](#) of our website includes guidance on how customers can identify common threats and leverage helpful tips on how to avoid falling victim to common scams.



We are committed to furthering our ESG efforts across the company.

To learn more about Wintrust and our progress, please visit our [website](#).

Executive Message

About Wintrust

ESG Highlights

Our Communities

Homeownership

Financial Health

Small Businesses

Diversity, Equity & Inclusion

Environment

Governance & Ethics



About This Report

Forward-Looking Statements

The statements, estimates, projections, guidance or outlook contained in this report include “forward-looking” statements that are intended to take advantage of the “safe harbor” provisions of the federal securities law. The words “may,” “might,” “will,” “would,” “should,” “expect,” “plan,” “anticipate,” “intend,” “seek,” “believe,” “hope,” “want,” “strive,” “aim,” “goal,” “predict,” “potential,” “continue,” “possible,” and similar words are intended to identify forward-looking statements. These statements may contain information about financial prospects, economic conditions and trends and involve risks and uncertainties. Our actual future results, including the achievement of our targets, goals or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties and factors. Such risks, uncertainties and factors include the risk factors discussed more fully in our filings with the U.S. Securities and Exchange Commission, including our reports on Forms 10-K, 10-Q and 8-K.

This report contains statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this report.

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