

## SOCIAL RESPONSIBILITY STATEMENT



At Bar Harbor Bank & Trust, we recognize our responsibility to be an active participant in, and advocate for, community growth and prosperity. We believe that we have a responsibility to make the communities we serve better places to live and work. We are committed to ***recognizing, appreciating and supporting the unique people and culture in the places we call home.*** Our ***belief that good things happen when we work together*** drives us and underscores our commitment to enhancing the quality of life for our employees, customers, and our communities.

Embracing unique perspectives and supporting inclusivity and diversity are at the core of who we are. We strive to understand the unique opportunities and challenges that our customers and employees face so that we can offer solutions that help them reach their goals. Our commitment to racial and social equity is ingrained in our guiding principles and allows us to work together to support an inclusive, equitable, and just society.

Our Brand Behaviors help guide our actions and allow us to deliver on our brand promise to support each individual's unique situation and perspective.

- Positivity – be all-in
  - Engaged and excited employees drive creative solutions to meet the unique needs of our employees, customers, and communities.
- Communication – Talk straight
  - Share knowledge, understand and accept differences.
- Teamwork – Actively share
  - Build trust, work together, and help others succeed.
- Initiative – Embrace change
  - Be open to new ideas, embrace differences, and learn from each other.
- Professionalism – Show respect
  - Treat everyone as you would want to be treated.
- Quality – Build the best
  - Strive for perfection, continually improve based on changing environments.

We are proud to be an independent community bank committed to helping its customers, employees, and shareholders achieve their financial hopes and dreams.