

Transact Confidently

2024 CORPORATE
SUSTAINABILITY REPORT (CSR)



Forward-looking Statements

This document contains forward-looking statements. Any statements about our expectations, beliefs, plans, predictions, forecasts, objectives, assumptions or future events or performance are not historical facts and may be forward-looking. You can identify forward-looking statements by the use of forward-looking terminology such as “believes,” “expects,” “could,” “may,” “will,” “should,” “seeks,” “likely,” “intends,” “plans,” “pro forma,” “projects,” “estimates” or “anticipates” or the negative of these words and phrases or similar words or phrases that are predictions of or indicate future events or trends and that do not relate solely to historical matters. You can also identify forward-looking statements by discussions of strategy, plans, or intentions. Forward-looking statements involve numerous risks and uncertainties, and you should not rely on them as predictions of future events. Forward-looking statements depend on assumptions, data or methods that may be incorrect or imprecise, and we may not be able to realize them. We do not guarantee that the transactions and events described will happen as described (or that they will happen at all). The following factors, among others, could cause actual results and future events to differ materially from those set forth or contemplated in the forward-looking statements: business and economic conditions generally and in the bank and non-bank financial services industries, nationally and within our local market areas; our ability to mitigate our risk exposures; our ability to maintain our historical earnings trends; changes in management personnel; interest rate risk; concentration of our business in the transportation industry; credit risk associated with our loan portfolio; lack of seasoning in our loan portfolio; deteriorating asset quality and higher loan charge-offs; time and effort necessary to resolve nonperforming assets; inaccuracy of the assumptions and estimates we make in establishing reserves for probable loan losses and other estimates; risks related to the integration of acquired businesses and any future acquisitions; lack of liquidity; fluctuations in the fair value and liquidity of the securities we hold for sale; impairment of investment securities, goodwill, other intangible assets or deferred tax assets; our risk management strategies; environmental liability associated

with our lending activities; increased competition in the bank and non-bank financial services industries, nationally, regionally or locally, which may adversely affect pricing and terms; the accuracy of our financial statements and related disclosures; material weaknesses in our internal control over financial reporting; system failures or failures to prevent breaches of our network security; the institution and outcome of litigation and other legal proceedings against us or to which we become subject; changes in carry-forwards of net operating losses; changes in federal tax law or policy; the impact of recent and future legislative and regulatory changes, including changes in banking, securities, and tax laws and regulations, such as the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) and their application by our regulators; governmental monetary and fiscal policies; changes in the scope and cost of the Federal Deposit Insurance Corporation insurance and other coverages; failure to receive regulatory approval for future acquisitions; and increases in our capital requirements. While forward-looking statements reflect our good-faith beliefs, they are not guarantees of future performance. All forward-looking statements are necessarily only estimates of future results. Accordingly, actual results may differ materially from those expressed in or contemplated by the particular forward-looking statement, and, therefore, you are cautioned not to place undue reliance on such statements. Further, any forward-looking statement speaks only as of the date on which it is made, and we undertake no obligation to update any forward-looking statement to reflect events or circumstances after the date on which the statement is made or to reflect the occurrence of unanticipated events or circumstances, except as required by applicable law. For a discussion of such risks and uncertainties, which could cause actual results to differ from those contained in the forward-looking statements, see “Risk Factors” and the forward-looking statement disclosure contained in Triumph Financial’s Annual Report on Form 10-K, filed with the Securities and Exchange Commission on February 11, 2025.

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Message From Our CEO

In Any Endeavor Nothing Matters as Much as the Quality of the People Involved and the Quality of Their Thinking

Foundationally, we believe that we should treat all people how we want to be treated, and we desire to leave the world better than we found it. This mission-driven mindset, together with a collaborative culture, attracts people who possess not only great ideas but also good intentions. It attracts people who want to build meaningful things that drive impact beyond today, like transforming an industry. Our culture is anchored around the concept of servant leadership, and our focus on creating value helps our team members thrive, our customers succeed, and our communities prosper.

With that balance in mind, we approach Corporate Sustainability as we do anything else—by focusing on creating lasting value for our stakeholders and remaining true to our values by delivering with excellence and humility. Our culture of exceptional service yields positive results not only in the outcomes we achieve—our share price and the innovative products we develop—but, more importantly, in how people feel when they interact with Triumph. The strength of our relationships and the impact of the business outcomes we create are made possible by and through the competence and character of our people.

Believing people make the difference and that our mission is more than money carries into our charitable pursuits. Our Triumph Workshop is a community development project we sponsor to foster a community of innovation and success. Through the Triumph Workshop

we created Forge the Future, a workforce development program that provides adults with both workforce training and the opportunity to create sustainable careers so they can do meaningful work. All of this will be discussed in more detail later in this document, which conveys how we live our values.

Our team strives to provide equality in opportunity and access to capital while managing a sustainable and profitable enterprise. We do this work on behalf of all our stakeholders. We consider that responsibility a privilege and value the trust our stakeholders place in us to balance each day. As you read this year's report, I hope you are reminded that we are here to Help People Triumph!



Respectfully,

Aaron P. Graft

Founder, Vice Chairman and
Chief Executive Officer

The Company at a Glance

Triumph Financial at a Glance

Triumph Financial, Inc. (Nasdaq: TFIN) is a financial holding company focused on payments, factoring and banking. Headquartered in Dallas, Texas, its diversified portfolio of brands includes TriumphPay, Triumph and TBK Bank. Our focus on creating value helps our team members thrive, our customers succeed and our communities prosper.

One Purpose: Helping People Triumph.



TBK Bank, SSB, meets the needs of clients through an offering of consumer, business and commercial banking products and solutions. With branches in Colorado, Illinois, Iowa, Kansas, New Mexico and Texas, TBK Bank serves clients nationwide through our mortgage warehouse and commercial real estate platforms.



Triumph provides the transportation industry access to more of the products and services that empower growth-minded entrepreneurs to expand their businesses. Triumph's total transportation finance solutions—factoring, fuel cards, insurance, equipment finance and cash flow management—collectively create greater value for our clients.



TriumphPay is the payments network for freight brokers, factors, shippers and carriers in the North American trucking industry. TriumphPay provides digital, frictionless presentment, settlement and payment experiences, giving our partners the freedom to grow their businesses and empowering carriers to determine how and when they would like to receive payment.

Banking services offered by TBK Bank, SSB, Member FDIC.

Factoring products and services offered by TBK Bank, SSB, DBA Triumph.

Insurance offered through Triumph Insurance Group, Inc., DBA in California as Triumph Risk and Insurance Solutions. Texas License # 1941647. Insurance products and services not a deposit, not FDIC insured, not guaranteed by the Bank, not insured by any Federal Government Agency and may go down in value.

Fuel card is offered by TransConnect Services (tcs) | <https://www.tcsfuel.com/>. Subject to approval. Terms and conditions subject to change.

TriumphPay is a division of TBK Bank, SSB.



Our Core Values

We base our core values on biblical principles and sound business practices.

Transparency

Communicate the truth consistently, directly and professionally. Open communication is the foundation of strong relationships.

Respect

Treat others as you want to be treated. Put the needs of others and the needs of the team before promoting your own agenda.

Invest for the Future

Do not allow the immediate to crowd out the important. Success that endures is built upon a long-term perspective.

Unique Is Good

Be wary of following the crowd. Being unique can be difficult, but if it were easy, everyone would do it.

Mission Is More Than Money

Make everything you're involved in better. This includes doing good in the areas of greatest need—in your community and around the world.

People Make the Difference

In any situation, the most important criteria for success are the quality of people and the quality of their thinking.

Humility

Model humility in all that you do. Humility is not passivity, as it requires the courage to prefer others' needs over your own.

Relations With Stakeholders

Triumph Financial endeavors to engage all stakeholders—shareholders, team members, customers and our communities—transparently and respectfully. Our goal is to understand their concerns and identify emerging trends that may affect operations, team member health and welfare, and shareholder value. We work to identify potential risks that we can mitigate through our programs or policies. We employ several intake points for issues, including Human Resources, Investor Relations and Corporate Communication.

Diversity & Our Culture

We are committed to providing equal employment and advancement opportunities to qualified individuals and will not tolerate illegal discrimination or harassment of any kind.

Our Creed

At Triumph Financial, we are committed to creating an environment that is welcoming to all people. Building a better tomorrow includes operating to deliver excellent results today, while celebrating the uniqueness of our team members, customers, partners and communities as we promote a culture of understanding and acceptance. We dedicate ourselves to creating an environment where we value and listen to everyone with humility, and we act with respect regardless of gender, race, creed, orientation and background. An important way that we invest in our future is by building a team of diverse individuals at every level of business or relationship.

Our Belief

We are committed to providing equal employment and advancement opportunities to qualified individuals and will not tolerate illegal discrimination or harassment of any kind. Team members are expected to immediately report any discrimination or harassment to the appropriate supervisor and Human Resources.

In August 2020, our CEO directed the formation of the CEO's Council on Diversity & Inclusion ("The Council") at Triumph Financial. Members represented all levels of the organization. The Council focused on diversity and inclusion in our workforce, workplace, community and suppliers. They were responsible for connecting our diversity and inclusion activities with our broader business strategies. Additionally, we created a Leader of Diversity & Inclusion position to provide direction and leadership as we built processes and initiatives aimed at creating an environment that is welcoming to every qualified candidate.

As the program has matured and stabilized, the activities of the Council have evolved. For this reason, in late 2024, we transitioned the council to an advisory committee and adjusted the committee's meeting schedule to a quarterly basis with the ability to call for ad hoc meetings as required. The Council's 2024 goals are being carried into 2025, as we believe these committee activities consistently add the most value to the enterprise.

Council on Diversity & Inclusion 2024 Update

The Council's main objectives in 2024 were:

- **CIRCA Job Boards:** In partnership with Talent Acquisition, established relationship with CIRCA, to post vacant job positions on job boards, to include nine (9) niche job boards. This partnership expands our applicant pool across a more diverse population of qualified applicants.
- **Promoted Our Creed Presence Across Triumph Financial:** Displayed our Creed across all brands, departments and branches, including common areas visited by our customers.
- **Implement Triumph "Quarterly" Champion Program:** A Triumph-wide initiative, the goal of the Triumph Champion Program is to promote a welcoming environment and team member engagement across all brands and the communities we serve by fostering interpersonal relationships that are built on fairness and demonstrating to team members, customers and the community they are accepted, respected and valued.
- **Ethnic and Commemorative Observances:** Commemorated the life achievements of minorities by posting celebratory messages in #OneTeam Today, our internal intranet, to honor Black History Month, Women's History Month, Asian-Pacific Islander Heritage Month, Hispanic Heritage Month, Native American (Indigenous People) Heritage Month, Juneteenth, etc.

The Council partnered with the Diversity & Inclusion Center of Excellence to establish placement opportunities at the executive, mid-management and sales levels for underrepresentation across gender and ethnicity. The Diversity & Inclusion Center of Excellence is a center of excellence within our Human Resource function. The Compensation Committee has oversight of this function and receives updates on these initiatives and progress.

The restructured Advisory Committee will leverage this positive momentum to execute the 2025 priority initiatives below.

- **Non-Discrimination in Employment Plan Expansion:** In partnership with Total Rewards and Talent Acquisition functions, assess representation/underrepresentation across new hires, promotions, terminations, transfers, etc., to ensure that our environment and culture are welcoming to all people.
- **Team Member Engagement Survey (Action Planning):** The Advisory Committee will continue to leverage the Gallup Q12 survey and/or SWOT Analysis processes to identify trending concerns that could impact our working culture regarding representation, fairness and teamwork.
- **Ethnic and Commemorative Observances:** Continue to commemorate the life achievements of minorities, by finding ways to highlight their contributions to our world, our country and our communities. In addition, the Advisory Committee will continue to serve as a resource and sounding board for corporate matters, advocating for reasonable accommodations based on customer needs and preferences.
- **Community Development:** In partnership with Triumph Workshop (“Makerspace”) and the Philanthropy Department, volunteer to serve underrepresented communities through the nonprofit partners we have committed to serve as part of our four Philanthropic Areas of Focus: Advocating for Safety & Justice, Supporting Families, Providing Access to Basic Needs and Transforming Communities.

The Advisory Committee will continue to be a voice to advocate for an environment where every qualified candidate feels welcomed across our brands and will work cross functionally on related non-discrimination in employment items. Triumph Financial is particularly aware that some issues are more pressing than others and that some groups are more vulnerable than others—for example, women and equal pay. We actively work to be a positive force to rectify such inequalities.

Anti-Discrimination

Triumph Financial complies with all local, state and federal laws and regulations prohibiting discrimination in all personnel activities. We charge every team member with the responsibility of adhering to our anti-discrimination policy and to not tolerate illegal discrimination. Our fundamental guiding principle is to treat others the way each of us wants to be treated, with dignity, respect and kindness. As a result, it is our desire to implement practices across our enterprise that encourage and respect the dignity of all of our team members and

customers. Further, we believe it is the duty and responsibility of each team member to report conduct they believe violates this policy to their supervisor or the Human Resources Department. As a measure of visibility for management to our team members, Triumph Financial publishes demographic data by region to our internal intranet, allowing team members to see various demographic slices of Triumph Financial compared to those specific areas they serve.

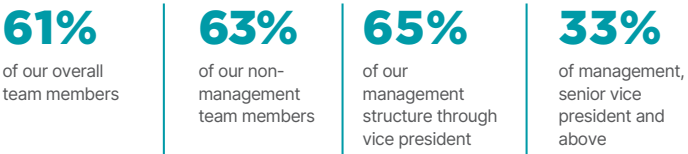
Anti-Harassment

Triumph Financial takes the anti-discrimination policy one step further, stating the Company will not tolerate any form of harassment of team members, whether imposed by a team member, independent contractor, vendor, customer or visitor. This policy is intended to be interpreted as broadly as possible. While an action may not be so severe as to constitute harassment in the legal sense, it is commonly understood to be abusive or disrespectful towards others.

Board and Leadership Diversity

We are proud of the diversity of our leadership team. Our Board of Directors (“Board”) consists of 11 members—nine of whom are independent; three of our board members are women and two are minorities. We also strive for diversity throughout the rest of our organizational structure.

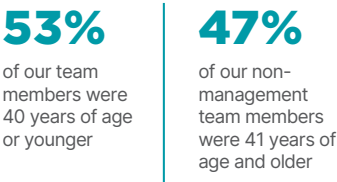
As of December 31, 2024, women represent:



As of December 31, 2024, ethnic minorities represent:



As of December 31, 2024, Triumph Financial’s age-related demographics were:





Investing in Our Team Members

Our success at Triumph Financial directly reflects our ability to attract, develop and retain the best, most diverse and highest-performing talent. To do this, we make substantial investments in our team members, providing them with opportunities to learn, develop and advance their careers. We believe in fostering a strong culture based on our core values, which creates an impact at work, generates long-term value for our stakeholders and makes lasting contributions to our communities.

Training & Educational Assistance

Triumph Financial and all subsidiaries support team members who want to continue their education in subjects and fields directly related to the Company's operations, activities and objectives. We encourage our team members to pursue educational opportunities that will help improve job performance and professional development. We reimburse tuition and specific fees for satisfactory completion of approved academic courses and certain certifications to further this goal. College credit courses at accredited colleges and universities, continuing education courses and certification exams are included. Triumph Financial must approve all courses and certifications before enrollment to be eligible for reimbursement. Team members are encouraged to contact the Human Resources Department for details, registration and to learn about the approval process.

Team Member Satisfaction

Triumph Financial partners with Gallup to gauge employee engagement and solicit feedback from team members on ways management can improve team members' working environment and overall team member engagement. Management has specific goals developed through these surveys to improve the work environment and team member engagement continually.

Labor Practices

We strive to ensure our team members have access to working conditions that provide a safe and healthy environment, free from work-related injuries and illnesses. Our locations require employee badges and keypads to enter restricted areas. Triumph Financial also employs a security team to track and remediate vulnerabilities in our physical, transactional and team member security. We encourage team members to raise concerns about actual or suspected misconduct through management or via a self-service platform called AskHR. Triumph Financial provides comprehensive medical, dental and vision plans, health savings accounts, PTO and sick time, long-term disability, term life, dependent life, AD&D insurance, childcare and dependent care programs, flexible spending accounts, FMLA, 401K, employee assistance, wellness programs, Awardco YouEarnedit recognition (an internal points- and prize-based peer recognition program) and an employee stock purchase program, which currently boasts participation from 30% of our team members.

We are committed to providing our team members with applicable rights and certain freedoms, such as good working conditions, open communication, reasonable job security, personal growth opportunities, training and education, and communication of job expectations.

Responsible Business

Triumph Financial's commitment to sound business practices is fundamental to our success. We strive to exemplify our core values in our daily interactions with customers and work to maintain high standards of ethics and accountability in our Board, leadership and team members.

Our day-to-day operations closely link to our corporate responsibility efforts by focusing on ethics and good governance. As part of delivering on that purpose responsibly, we understand the importance of managing risk effectively. Sound business practices are ethical business practices that guide us and enable responsible, sustainable growth. We accomplish this through effective internal controls, our code of business conduct and ethics, and robust data protection practices.

Enterprise Risk Management ("ERM")

The Board of Directors of Triumph Financial, Inc. maintains a standing Risk and Compliance Committee to oversee the assessment of risk across the Company and its subsidiaries. The committee's function is to provide an enterprise-wide review and evaluation of a broad range of risks, including environmental and social risks, cybersecurity risks, health and safety risks of employees in our locations as well as their physical security, and risk trends impacting, or potentially impacting, Triumph and our stakeholders. The Risk & Compliance Committee of the Board meets at least quarterly, with the option to call ad hoc meetings as required, and receives regular updates from the executive risk management committee on all topics covered under its authority. These updates occur at least quarterly. The board has added one new member for 2025 with specific history and skills around information security risk management, having specialized in this area at large international payments firms.

Security Overview

We have invested heavily in creating an enterprise-wide Information Security program that is composed of people, process and technology controls and capabilities to address threats faced by the organization. The Information Security program is led by a Chief Information Security Officer ("CISO"), who manages security tools and processes and partners with other stakeholders in the organization to drive Information Security maturity across the organization. Our Information Security program is developed based on well-known frameworks and best practices. We also have a Security Officer ("SO") role to focus on fraud prevention and investigations, physical and personnel security enhancements.

The SO undertakes efforts to remain abreast of physical security needs of each business line and provides physical security training to personnel. These efforts include identifying and implementing any required security upgrades necessary to ensure the protection of our personnel, facilities and both proprietary and customer data.

The threat of ransomware attacks, business email compromises and network intrusions by criminal organizations and nation states against financial institutions has been increasing. The CISO brings increased visibility and understanding of domestic and international cyber threat actors, including their tools, techniques and patterns used against domestic and international financial sectors, and enhances our incident response efforts to cyber-related matters. The Information Security Office has also implemented a Security Awareness training program to educate all users on cyber-related threats.



Data Privacy & Security

We strive to protect customer, team member and third-party data. We do this through technology, training, policies, standards and procedures that are in place to prevent unauthorized access or use, prevent and detect fraud and prevent improper disclosure of sensitive information. Triumph Financial leverages a risk assessment process, in addition to tools and technologies, to identify threats and vulnerabilities that affect data security. Risk assessments are regularly updated and evaluated to maintain oversight. Information Security uses a defense in depth and layered security strategy to mitigate cybersecurity and data security risks, including but not limited to vulnerability assessments, prevention and detection controls, and audits. Independent third-party vendor partners perform security control testing to validate the Company's Information Security controls and the program's effectiveness.

Addressing Data Security Risks and Vulnerabilities

The following are ways in which Triumph Financial identifies and addresses data security risks and vulnerabilities:

- Information Security performs vulnerability assessments regularly to identify vulnerabilities in our infrastructure, including external vulnerability scans. Vulnerabilities are continuously tracked for remediation taking a risk-based approach.
- Triumph Financial partners with a cybersecurity firm to help detect cyber intrusions. The network is monitored 24/7 for suspicious network activity. Threat intelligence is leveraged to correlate suspicious activity. The Company uses endpoint detection response ("EDR") to identify, block and remediate malware on systems.
- Email security blocks malicious attachments, phishing emails and domain impersonation emails. Emails containing confidential data are encrypted.
- Triumph Financial utilizes a next-generation firewall to detect and block threats, incorporating GEO-blocking. Internet filtering is used to stop team members from visiting malicious websites.
- User access to applications is regularly reviewed.

- Remote access requires multi-factor authentication to gain access to a virtual desktop that provides access to applications and infrastructure. Personal devices are separated from the corporate network, connecting only to guest networks for internet access.
- Information Security has an incident response policy and plan.
- All team members undergo annual information security training. Information Security conducts monthly phishing tests to educate team members on identifying phishing tactics and techniques. Team members who fail a phishing test are required to take mandatory training.

Trends in Data Security and Information Attacks

Triumph Financial observed increased trends in type, frequency and origination of malicious traffic to its information systems. Phishing attacks from many countries continue to rise. Triumph Financial blocks a large number of emails every week from known malicious IP addresses, emails containing viruses or spam, and spoofing attempts.

Disclosure of Customer Information Breaches

Triumph Financial has policies and procedures for the timely disclosure of events related to customer information breaches. When Triumph Financial becomes aware of an incident of unauthorized access to customer information and, after a reasonable investigation, it is determined that misuse of the data has occurred, notice is provided to the affected customers in a timely manner. Customer notice may be delayed if an appropriate law enforcement agency determines that notification will interfere with a criminal investigation and provides the Company with a written request for delay. In the case of delay, pursuant to such written notice, Triumph Financial will notify its affected customers as soon as notification no longer interferes with the investigation.

If customer notification is not required, it may be prudent to issue a general statement, either in a regular customer mailing or a notice on the website, or both, about the possible exposure of some customer information. This notice should remind customers of the importance of monitoring their account activity.

The company tracks attacks and breaches related to information and data security. In the last three years, there has not been a financially material information security or data security breach, nor has the company incurred financially material expenses related to penalties or settlements of any such breach over the same period. The company also tracks third-party-related information security breaches that impact its operations. In the last three years, the company has not experienced a third-party-related information security breach with material financial impact.

New and Emerging Cyber Threats to the Financial Service Industry

Triumph Financial has multiple data and system security efforts related to addressing new and emerging cyber threats and attack vectors facing the financial services industry:

- Triumph Financial takes a layered security approach to combat ransomware. The use of EDR detects and blocks malicious activity from computer systems that could result in ransomware. The email security system and firewall perform security checks and block malicious files from entering the network. Data and system backups are performed by IT on a regular basis.
- Triumph Financial uses Mimecast and DMARC policy for email security. Mimecast performs security checks to detect and block emails with malicious URLs or attachments from entering team members' inboxes.
- IT uses industry best practices to create backups of data that can be used for restoration.
- The following network security monitoring is in place:
 - Anti-Virus to detect and block known malware.
 - System logs are correlated and monitored for network intrusions.
 - Monitoring programs detect ransomware running on a file share and alert Information Security.
- IT regularly applies security patches to remove network vulnerabilities. Information Security specifically validates known vulnerabilities that have been remediated through the Vulnerability Assessment Process.
- Information Security maintains a comprehensive Incident Response Playbook that details response procedures for various cyberattacks.
- Multi-factor authentication is used to prevent unauthorized access to the corporate network.
- Cloud Security posture management and workload protection capabilities are instituted in cloud environments.
- Mobile banking is monitored for fraud and requires customers to answer security questions when log-on attempts occur during irregular times or in different geographic locations.

External Standards and Information Security Efficacy

We leverage external standards and frameworks to measure the success and maturity of our Information Security Program. Triumph Financial operates under the regulatory environment provided by the Federal Financial Institutions Examination Council ("FFIEC"), Sarbanes-Oxley Act ("SOX") and interagency state guidelines. The Information Security Program is measured to the FFIEC Cybersecurity Assessment Tool ("CAT"). The CAT is a tool designed to assist financial institutions in measuring their cybersecurity maturity to manage risk. The Information Security Program also uses the Center for Internet Security ("CIS") Top 20, a security industry benchmark, as required. The CIS consists of cybersecurity best practices in applying security controls and processes to a network. The benchmark is widely adopted across industries, including financial services and transportation industries, and is used to measure the effectiveness and maturity of cybersecurity programs. Triumph Financial maintains SOC 1 & 2 standards of certification around its network payments business.

Bank Secrecy Act/Anti-Money Laundering and Office of Foreign Assets Control

We maintain an Anti-Money Laundering ("AML"), Countering the Financing of Terrorism ("CFT"), Customer Identification Program ("CIP"), Beneficial Ownership and Office of Foreign Asset Control ("OFAC") Program (the "Program") designed to effectively safeguard the financial system from the flow of illicit funds. As part of the Program, all team members are required to refer potentially suspicious situations, activity or transactions to their manager or the BSA Officer in a timely manner. The Board of Directors is responsible for, and committed to, establishing a program designed to effectively combat money laundering and ensure that the Company properly identifies its customers. The Program's purpose is to guard against fraud (impersonation and identity theft) and prevent money laundering or the handling of criminal or terrorist property, to ensure adherence to all relevant legislation and regulation requirements and to assist law enforcement by providing necessary information to facilitate proper investigations related to Suspicious Activity Reports ("SARS"). The Company maintains systems that enable ongoing monitoring of transactions for unusual or suspicious activity. Additionally, management is responsible for monitoring applicable reports and activity within their respective business lines for suspicious activity, and ensuring suspicious activity is reported to the BSA Officer to ensure SARS are filed within required timeframes and all team members are familiar with and adhering to said policy's requirements. Each team member is responsible for compliance with the Program. Compliance training is required annually for all team members, enterprise-wide, including the board of directors. Additional training is provided to those job roles that have increased exposure to identifying suspicious activity. This training is tailored to job role(s).



Examples of compliance include, among other items, immediately:

- Referring potentially suspicious activity as soon as a team member becomes aware of the activity.
- Referring potentially suspicious criminal or fraudulent activity that may be detected through direct customer interaction or by another team member. Team members are expected to adhere to the CIP principles of “Know Your Customer” and should never disclose to a customer or third party that Triumph Financial is considering filing or has filed a SAR.

Triumph Financial uses several methods, including but not limited to AML Manager a/k/a Financial Crime Risk Manager (“FCRM”) automated alerts, currency aggregation reports, quarterly trend reviews for Monetary Instrument Sales and Cross-Border ACHs to detect suspicious activity inclusive of Cannabis-related Business (“CRB”) activity. Triumph Financial expects the management of each company, division and department (“line of business”) to oversee portfolios, customers, accounts and relationships in a manner that the respective risks are adequately monitored, and detection of suspicious activity is promptly reported to the AML/CFT (BSA) Department.

The commercial credit process does not utilize any automated approval or origination processes. Our lending team vets each loan request, using underwriting processes and due diligence. These include collecting financial information to evaluate the history of the business and the capacity to repay, reviewing the purpose of the loan and the collateral quality. The applicant’s entity formation documentation is reviewed, and required identification is obtained per the CIP and Beneficial Ownership policies and procedures. All of this mitigates fraud attempts before loan origination.

Respecting Human Rights

At Triumph Financial, we are focused on “Helping People Triumph.” It’s our brand purpose, and our core values align with that purpose. We believe that our customers, team members, communities and shareholders benefit from it. As a result, how we do business is as important to us as what is achieved through our efforts. That belief forms the basis of the core values that our team members honor. They

carry those values into the communities where they live and work. These values are delineated in our [Human Treatment Statement](#).

The Board of Directors and management are committed to maintaining a work environment where every team member is treated with dignity and respect, free from the threat of discrimination and harassment. As stated in our Board-approved code of business conduct and ethics, we expect these same standards to apply to all stakeholders and our interactions with customers, vendors and independent contractors. Triumph Financial expects these values to be applied globally and that those we do business with similarly respect individual human rights and conduct their business operations free from human rights abuses, including human trafficking, child labor and slavery.

Honoring protections for human rights is consistent with these values. We intend our support for these measures to apply broadly to all persons. It is embodied in our company culture, core values and our code of business conduct and ethics. We have a responsibility to our customers, communities and each other as team members. Our team members, vendors, business partners and our Board of Directors are held to the highest standards of ethics. They are responsible for demonstrating behaviors consistent with those high standards and our core values. Compliance with laws, rules and regulations is only the beginning. We encourage our team members to obey the law, both in letter and spirit. This forms the foundation on which our ethical standards are built. All of our team members, officers and directors must respect and obey the laws and regulations of the United States, as well as the cities and states in which we serve our customers. Although not all team members are expected to know the details of these laws, it is essential to know enough to determine when to seek advice from supervisors, managers or other appropriate resources.

Triumph Financial requires team members and the board of directors to annually complete training on our code of business conduct and ethics, certifying that they have read and understand Triumph Financial’s policies and principles on the subject of human rights. Further, as part of our formal periodic review process, all team members, regardless of position, are evaluated, in part, against conformance to our stated values, providing opportunities to monitor adherence to those values throughout the year.



Sustainability/Environment

Triumph Financial recognizes that our activities may have an impact on our planet. We are committed to sustainable finance, balancing environmental stewardship with responsible business operations and complying with all applicable laws. We focus our efforts on responsible resource use while creating comfortable, safe and healthy workplaces for our team members and stakeholders. Please see our [environmental policy](#) for further information.

Sustainable & Environmental Practices

Triumph Financial impacts the environment through our operations and through the financing of the operations of other companies that could pose risks to the environment. To manage this impact, we consider the environmental impacts of our business activities.

The Board of Directors maintains a Nominating, Corporate Governance Committee. This committee's charter identifies its duties and responsibilities including its oversight of Corporate Sustainability matters impacting the Company and its related reporting requirements.

Operational Efficiency

- Where appropriate, we prefer environmentally friendly products and services.
- Our Elgin, Illinois, location is LEED Gold Certified.
- We use Fiserv's "Director" software to reduce paper usage for document imaging.
- Our newest branch in Dallas, Texas, has solar panels, and another has geothermal heat and heat pumps.
- Newly constructed offices use LED lighting and occupancy sensor lighting, and several existing branches have been similarly upgraded; more are in progress.

Sustainable Finance

We conduct business responsibly and actively work with stakeholders to serve our various constituents best. For certain types of lending, we may evaluate our customers' environmental risks as well as some

aspects of social risks, such as the background of the borrower, character and ethical considerations during the underwriting process. This can include such activities as enhanced due diligence, depending on the type of business, as well as inquiries to determine if the borrower is a known bad actor or represents a reputational risk to the Company.

Sustainable business practices are focused not only on environmental activities but also on protecting the organization as a going concern. As a result, Triumph Financial has established governance controls to identify and monitor high-risk businesses and to prevent association with prohibited businesses. Our internal policies and procedures define these and how to identify and recognize them during the onboarding process. We are committed to continuously evaluating and improving these governance controls.

Triumph Financial works to avoid all illegal activities and has identified the following for specific mention, as these are a focus for our investors:

- Bribery — offering, receiving or requesting bribes
- Human trafficking — child and forced labor or slavery
- Cannabis-related businesses or other illicit drug enterprises — Triumph Financial is a federally regulated financial institution and is bound by federal laws, including federal criminal laws. As a result, we are expressly prohibited from directly banking or lending to cannabis-related businesses. To protect the Company, we have created credit and account policies to identify and insulate the Company from cannabis-related businesses.

Other business activities that are not illegal but are considered high risk undergo further review to evaluate how they align with our stated values. Certain industry associations such as sub-prime commercial finance would be an example of such activities or larger credit exposures. For example, certain lending sectors require greater due diligence than others. We recognize that our lending activities can have environmental risks, which may be elevated in certain sectors. Energy lending may carry social risks, and those issues may include, among others, local community engagement (including indigenous peoples), water rights and social perceptions. Triumph Financial supports small to medium enterprises with ancillary ties to the energy industry, mainly in the transportation space. We provide equipment loans (e.g., trucks and trailers) and working capital to customers servicing this sector. We do not have significant concentrations of projects that involve the mining of carbon-related assets, as we do not maintain the expertise to support those lending activities; however, we are not opposed to lending to those industries. We believe engagement and investment is the best path forward to meeting our energy needs and protecting the environment.

Sustainable Lending and Community Reinvestment

Triumph Financial recognizes that we lend to entities whose operations may impact the environment. As such, we seek to maintain an appropriate awareness of the potential negative impacts that could arise from those activities.

Environmental Lending in Practice

We evaluate each credit or transaction on its individual merits, with larger relationships receiving more attention and deeper analysis. Our underwriting process regularly looks at governance issues and seeks to incorporate relevant industry risks.

The Bank has set limits on concentrations of certain types of lending or industries. We have strong capabilities to report on industry concentrations as we see changing or evolving trends which would require attention.

The Bank's lending and credit areas are governed by policies, including but not limited to the Commercial Loan Policy, the Environmental Risk and Liability Policy and the Fair Lending Policy.

When making a credit decision, we may take into account social and governance issues as we evaluate individual businesses. For CRE credits we will consider potential environmental risks. We seek to understand pertinent and relevant issues related to boards, shareholders, principals and management. This includes factors that would speak to character and/or ethical concerns.

On real estate loans, we require due diligence in accordance with our policy to understand the environmental risks associated with the transactions. Potential environmental concerns related to a property

and/or the business operating within the property materially impact the Bank's structure and willingness to provide financing. In some instances, the Bank requires funds to be set aside for site remediation to move forward on a transaction.

How We Monitor Corporate Sustainability Issues In Lending

Relationship Managers ("RMs") have the responsibility for knowing the Borrower and understanding the nature of the business. The RMs and credit personnel have access to tools to search public information databases, industry research and media reports to identify and monitor specific risks associated with various industries and transactions.

For business clients that deal with consumers, such as a consumer finance company, the Bank requires scheduled compliance and regulatory audits to ensure we partner with good citizens in that space.

The Bank also has access to tools that allow us to monitor ongoing environmental risks associated with our real estate portfolio.

Oversight of Lending Activities

As it relates to oversight in lending, the bank employs both external review and a Board oversight and approval of relationships exceeding thresholds of a certain size.

Our External Loan Review is in place to help identify emerging risks that may not have been identified by bank personnel. External Loan Review makes recommendations to loan committees on salient risks found in their review. Currently, between 70% and 75% of our portfolio balances are reviewed by External Loan Review annually.

The Bank also employs a Committee approval structure, defined in the Commercial Loan Policy, which ensures that a group of individuals bears the responsibility of understanding the nature of risk, allowing for the committees' vetting and discussion of relevant lending risk factors. These committees include senior management and Board members.

Stress Testing

In response to the topic of Corporate Sustainability considerations and disclosures, management considered whether climate change loss factors should be included in our credit loss forecasting assumptions. The forecasting assumptions used by Triumph Financial do not currently contemplate climate change.

Based on management's discussion with representatives from our credit loss assumptions source, there are certain forecasts that incorporate climate change. Because of the long-term time horizon of climate change, many of these forecasts frontload much of the physical costs of climate change, effectively applying the impact of 30 years of future climate change into the present day. As a result, these forecasts are inconsistent with ASC 326, requiring management to establish reasonable and supportable forecasts. Management considered

pursuing other forecasts that could incorporate climate change differently; however, it was determined that the use of such forecasts was not necessary given the unique short-term nature of Triumph Financial's loan portfolio as follows:

- As of December 31, 2024, approximately 26% of the loan portfolio consisted of factored receivables that turn on average every 35 days. An additional 23% of the loan portfolio comprises short-term mortgage warehouse lending whose assets turn on average every three weeks. The impact of climate change on expected future losses related to these assets, which make up approximately 49% of our loan balances, is not material.
- As of December 31, 2024, just \$207 million, or only 4.6%, of our loan portfolio carried contractual maturities greater than five years, and 69% of our loan portfolio carried contractual maturities of one year or less. As such, it is highly unlikely that climate change would have any material impact on expected future losses when stress testing our loan portfolio.

We consider some of the near-term environmental impacts of climate change in individual lending decisions. For example, the Bank regularly evaluates the effects of water shortages in Colorado and New Mexico related to our agricultural portfolio and other impacted businesses, as this impacts collateral values. The Bank also monitors and studies the expected impact on commodity prices affected by weather and water for the same reasons. These considerations are more immediate and impactful to our decisions than climate models meant to study risk on long maturing portfolios.

Community Reinvestment

Triumph Financial recognizes the importance of meeting the credit needs of the communities in which it operates, including low-to-moderate income ("LMI") individuals and geographies. In compliance with the Community Reinvestment Act ("CRA"), the Company seeks to serve the members of its communities through its lending, investments and service.

Community Lending

Small business/Farm/Ag/SBA 7(a) or 504 loans as of 12/31/2024:

- Renewable Energy (such as Solar/PACE, wind turbine, hydro)
 - Nine loans — \$742 thousand — Alternative energy such as geothermal, solar and wind generation
- Student/Education
 - Seven loans — \$2.8 million — Schools, education programs, support services
- Small business, Farm & Ag Loans
 - Farmland — 175 loans totaling \$21.4 million
 - Ag — 442 loans totaling \$33 million
 - Small Business — 2,332 loans totaling \$298.7 million
 - Triumph Factoring — 8,606 relationships totaling \$524.7 million

- TriumphPay — 513 relationships totaling \$33.1 million

- Loans to nonprofits
 - Five loans — \$948 thousand — Tax-exempt loans

Community Development Investments

As of 12/31/2024, \$72 million in CRA-qualifying investments:

- \$5 million invested as a primary investor in Dallas County to help secure Small Business Investment Company (SBICs) certification with the SBA. The company focuses on funding lower middle market small businesses.
- \$3 million invested as primary investor to build a multifamily affordable housing project to develop high-quality, well-designed housing in Southern Dallas, at an affordable price point.
- \$2 million invested in a SBIC funding small business in Colorado with critical technologies supporting national defense.
- \$3 million invested in a firm creating affordable & workforce housing for LMI individuals in high cost housing cities and providing housing assistance through educational youth programming, life-skills training for adults, social activities for seniors and more.
- In 2023, \$3 million was invested with a Rural Business Investment Company (RBIC) focusing on creating job opportunity through small businesses focusing on agriculture and industrial services.
- \$40.8 million of MBS secured by loans to low-to-moderate income ("LMI") borrowers or in LMI geographies within the communities the Company serves.
- \$4 million invested in an SBIC focused on investing in small businesses with a positive social impact on workforce engagement and well-being, thriving communities, environmental services, health, and wellness education and training, resource conservation, and healthy foods.
- \$5 million invested in a CRA Shares Fund, which invests in affordable housing, community services, economic development, and the revitalization and stabilization of LMI geographies in communities served by Triumph.
- \$2 million invested in a Community Development Financial Institution ("CDFI") created to make homeownership available to the Hispanic community by offering first-lien residential mortgages in underserved LMI communities throughout Texas.
- Over \$3 million invested in Triumph Workshop, serving the community, especially low-income individuals and families through educational programs for students and teachers, workforce development in industrial trades, mentorship, financial literacy, and workshops for entrepreneurs.
- Approximately \$500 thousand invested in bonds benefiting LMI individuals or geographies in communities served by Triumph Financial.

Community Engagement & Development

We encourage corporate social responsibility and urge our team members to actively participate in their communities through volunteerism and philanthropy.

Triumph supports team members' efforts in this area whenever possible through our philanthropic practices, volunteer hours, and matching donations. As a general rule, Triumph does not donate to political parties or lobby groups, preferring to focus our support through charitable activities that directly benefit causes our team members believe in.

The Mission Is More Than Money

We focus on doing the most good in the areas of greatest need through our philanthropic endeavors. When we make our communities around us better, we all Triumph.

Below are four areas of focus used to guide Triumph Financial's decision making around nonprofit partnerships, charitable giving opportunities, and team member volunteer events. These four areas of focus were determined by our two Philanthropy Committees using feedback gleaned from a philanthropy survey conducted in early 2023, during which team members provided insight on charitable causes most important to them.

- Advocating for Safety & Justice
- Supporting Families
- Providing Access to Basic Needs
- Transforming Communities

Service

During 2024, Triumph Financial team members displayed a deep dedication to serving their communities.

- A total of 424 team members logged 8,366 volunteer hours, and a total of 398 organizations were impacted through service.
- Team members in each TFIN Division are regularly involved in teaching financial literacy classes in their communities in partnership with local schools, correctional facilities, community groups, and nonprofit organizations.
- Team members performed 482 volunteer hours focused specifically on financial literacy training, through Junior Achievement, classes at Triumph Workshop, resource centers, college outreach programming and public school opportunities.

- A Senior Vice President within our organization serves on the Board of Directors of Junior Achievement of Dallas.

Nonprofit/Charitable Initiatives

- Triumph Financial employs a Philanthropy Program Director who manages the organization's philanthropic efforts. The Philanthropy Program Director also leads the two Philanthropy Committees.
 - TFIN Philanthropy Committee: focusing on nonprofit partnerships in Dallas, nationally and internationally.
 - TBK Bank Philanthropy Committee: focusing on existing local partnerships and initiatives in our banking communities
- A diverse group of team members who meet quarterly to make recommendations regarding the Company's involvement with non-profit organizations, fundraising events and service opportunities.
- Triumph Financial distributes 1% of the prior year's net income through grants and other charitable donations each year. In 2024, Triumph Financial offered the first annual Helping People Triumph Grant. This was a formalized grant program to identify nonprofit organizations that align with Triumph Financial's philanthropic areas of focus. A total of 143 organizations applied and 44 were selected to receive funding. Three grant recipients from 2024 include:
 - Vogel Alcove: Vogel is a Dallas nonprofit helping young children and their families prevent and overcome the lasting traumatic effects of homelessness and poverty. Some 90% of our brain development happens by the time we reach the age of 5. The experiences of early childhood have a direct and lasting impact on a person's intellectual, social and emotional growth. Children experiencing homelessness and poverty are 4x more likely than their peers to show delayed development. Enter: Vogel. Vogel intervenes with young children during these early, formative years with trauma-informed early childhood education and care.
 - Pathways Planning and Insights: PPI teaches parents and students, no matter their circumstances, to successfully apply the principles of financial literacy to planning for education after high school. PPI provides online workshops in 18 different languages, numerous calculators and online tools, and live question and answer sessions throughout the



school year to ensure every student finds a financially viable educational path to thriving adulthood, and every parent preserves their financial future as they navigate the financial complexities of post-secondary planning.

- St. Christopher Trucker's Relief Fund: SCF is a nationwide charity helping over-the-road semi-truck drivers and their families when an illness or injury has caused them to be out of work. SCF also provides free health and wellness programs that benefit professional drivers and the trucking industry as a whole, such as Rigs Without Cigs, Diabetes Prevention, Vaccine Voucher Programs, and Healthy Habits for the Long Haul. In 2024, Triumph Financial donated \$32,830 to SCF to support truckers and the trucking industry.
- Through the corporate Matching Gifts Program, Triumph Financial supports organizations important to team members by matching their charitable contributions to qualified organizations, dollar-for-dollar, up to \$1,000 for each team member, each calendar year. In 2024, \$54,190 was donated through the Matching Gifts Program.
- In order to make a positive impact in our communities we need to empower our team members to make a difference. We encourage this by offering team members 24 hours of paid time away from work each year to volunteer at approved charitable organizations important to them as individuals.

Current Major Charitable Initiatives

TBK SCHOLARS PROGRAM

TBK Bank completed its 6th annual scholarship program in 2024, awarding fifteen \$1,000 scholarships to high school seniors from low-to-moderate income ("LMI") families in communities the bank serves. Applicants must live in a county served by TBK Bank, have a low or moderate family income level, and complete an essay on how they plan to use their education to give back to their communities. Last year's scholarship recipients attended schools such as University of Colorado Boulder, New Mexico Institute of Mining and Technology, Illinois State University, Brigham Young University, Colorado Mesa University and Arizona State University.

TRIUMPH FINANCIAL EMERGENCY RELIEF FUND ("ERF")

In March 2024, Triumph Financial launched the Triumph Financial Emergency Relief Fund, an employer-sponsored fund, to provide essential financial assistance in the immediate aftermath of an

unforeseen disaster or personal hardship. In 2024, 10 grants were awarded to team members for a total of \$18,732. The Triumph Financial ERF is operated by Emergency Assistance Foundation, a third-party nonprofit that administers the program and allows team members to maintain anonymity through the entire process.

CRISTO REY CORPORATE WORK STUDY PROGRAM ("CWSP")

In July 2024, Triumph Financial became a new CWSP partner with Cristo Rey Dallas, a Catholic high school in Pleasant Grove that provides a college preparatory education to LMI students in Dallas, Texas. Four students are working as Customer Experience Interns once a week, throughout the entire school year. The students have been exposed to various teams across the enterprise, learning accounting, lending, marketing, resume building, financial reporting, operations and credit. They have volunteered with other team members for a few nonprofit partners in the area.

TBK BANK SMALL BUSINESS ACCELERATOR LOAN PROGRAM WITH ENTRE CAPITAL, LLC

In August 2024, Triumph Financial rolled out the small business accelerator loan program to help serve social and economic needs of certain formerly incarcerated individuals who are enrolled in The Milestone Program ("TMP") administered by Entre Capital, LLC through the Prison Entrepreneurship Program ("PEP"). Entre Capital is a U.S. Treasury-certified Community Development Financial Institution ("CDFI") social impact loan fund established in 2019 to provide affordable loans to PEP graduate-owned companies and other social re-entry businesses. Although formerly incarcerated individuals are not a protected class, they are an economically disadvantaged class of persons. TBK Bank will partner with Entre Capital to identify applicants qualified for this loan program. All loans under the program will be interest-free. A total of \$60,000 was loaned in 2024.

The Triumph Workshop

In 2021, Triumph Financial launched Triumph Workshop—a community makerspace located in Dallas, Texas. The facility features a woodshop, a metalshop, an innovation lab, artisan areas, a coworking loft, and more. While the equipment is state of the art, the most impressive thing about Triumph Workshop is the way it is changing lives in underserved and overlooked communities. Triumph Workshop is home to programs that focus on workforce development, K-12 education initiatives and entrepreneur support.

FORGE THE FUTURE

Forge The Future is a workforce development program for adults who are interested in pursuing a career in the construction industry. Plumbers, electricians, welders, heavy equipment operators and others are in high demand, but the unemployed and underemployed adults in the Dallas area face barriers to entering the fields. Forge the Future was developed to remove these barriers and effectively transform lives through this unique job training program.

Forge The Future is a 3-week program with 90+ hours of coursework, including hands-on learning, shop projects, field trips and guest speakers. Program participants learn a wide range of things, from how to use tools and read building plans to conflict resolution and communication skills. Forge The Future graduates earn an OSHA 10 card and receive up to \$400 in tools and equipment, plus a pair of work boots. With a network of highly regarded construction and building trades companies, Forge the Future graduates often begin their new career immediately upon completion of the program. For people who must give up their job to participate in the program, income replacement grants are available.

With support from Triumph Financial, the Triumph Workshop team developed this unique program from the ground up and partners with business leaders and nonprofits to ensure Forge the Future is making a positive impact. Working with construction leaders ensures that the program is teaching participants what they need to know to be successful in the industry. Not only do these professionals provide valuable insight, but they also serve as guest speakers during the program and often hire Forge the Future participants once they complete the program. Ongoing relationships with local nonprofit organizations allow Triumph Workshop's staff access to people who would benefit most from the program. The organizations frequently refer participants to the program and walk alongside them as they work through Forge the Future.

In 2024, 21 people completed Forge the Future at Triumph Workshop. By adjusting the program to better meet the needs of a diverse community, it's estimated that 35-40 people will go through the program in 2025. The goal of Forge the Future is to help people secure careers they can be proud of and that will provide a sustainable living wage for their family.

K-12 EDUCATION INITIATIVES

Triumph Workshop partners with public schools to serve students in grades K-12 who live in low-to-moderate income communities. School leaders organize Career Exploration Field Trips to Triumph Workshop to help expand what students think is possible for their futures.

Each field trip begins with an interactive presentation highlighting a specific career path to teach students about real-world job opportunities across different industries. Students gain information about different careers, their education requirements, salary potential, and current and projected job opportunities. The students

enjoy a catered lunch before moving on to the hands-on project portion of the event. Students have fun learning to use the tools and equipment at Triumph Workshop to build and make things they take back to their classroom.

During the design and manufacturing field trips, students learn about Computer Numerically Controlled ("CNC") machinery, watch parts being cut from digital files, and then build park benches or bookshelves. The welding career field trips introduce students to welding, as they make fire pits that can be auctioned off to raise money for their school. Coding and digital media field trips focus on careers that use technology to connect people, ideas, and the world.

In 2024, 158 students from Dallas Independent School District participated in career exploration field trips at Triumph Workshop. The leadership team at Triumph Workshop spent the last half of 2024 meeting with local nonprofit organizations and more schools to expand K-12 Education Initiatives for 2025.

ENTREPRENEUR SUPPORT

Triumph Workshop stays busy day and night with entrepreneurs who use the makerspace tools and equipment to build small businesses. Some people make intricate costumes and clothing using sewing machines. Others utilize laser cutters to make acrylic signs, engrave expensive drinkware, and customize gift items. Welders and woodworkers make a wide range of items, from fine furniture and home décor to large firepits and fences. Entrepreneurs also make 3D-printed parts for jewelry, pottery and more.

Triumph Workshop team members make themselves available to support entrepreneurs by helping them with a multitude of different tasks. They teach people how to safely and properly use tools and what materials work best. Team members advise entrepreneurs about where to source supplies, how to develop business relationships, and ways they can expand their business.

In 2024, more than 20 entrepreneurs utilized Triumph Workshop's makerspace. In October, Triumph Workshop brought in an internationally known entrepreneur, and over 50 people attended the event. Guests heard an inspiring story of perseverance and gained insight into starting, owning and expanding a business.

MAKERSPACE—CLASSES AND MEMBERSHIPS

In addition to the three main community outreach programs, adults and families can become members of Makerspace. By paying a fee, the members have access to Makerspace and can use the tools anytime, day or night. Trained instructors teach a variety of classes that are open to the public. Sometimes those who attend the classes just do it for a fun experience, but oftentimes people take the classes to learn a new skill in hopes of starting a small business.

In 2024, Triumph Workshop served 511 people in general Makerspace classes.

Triumph Financial Sustainability Accounting Standards Board (“SASB”) Indicators

The Sustainability Accounting Standards Board (“SASB”) is an independent standards setting organization that seeks to create reporting standards for companies to communicate financially material sustainability data to their investors. Triumph Financial supports the SASB framework as it provides a transparent process through which the company may disclose relevant corporate sustainability information to our stakeholders.

Triumph Financial's SASB response is Financials sector-based and focused on the Commercial Banks Sustainable Industry Classifications. The following are those standards that Triumph Financial regards as most relevant to its operations. All disclosures are based on 2018 SASB standards as published. Information is based on year-end 2024, unless otherwise noted, and presented at a consolidated level.

Information that (i) is not material or is confidential, (ii) is potentially competitively harmful if released or (iii) is not collected in a manner consistent with SASB metrics may not be disclosed.

| Disclosure Topic Code | Accounting metric | Response/Disclosure location |
|--|---|--|
| Data Security | | |
| FN-CB-230a.1 | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected | Triumph Financial, Inc. — 2024 Corporate Sustainability Report, pages 11-12. |
| FN-CB-230a.2 | Description of approach to identifying and addressing data security risks | Triumph Financial, Inc. — 2024 Corporate Sustainability Report, pages 10-12 |
| Financial Inclusion & Capacity Building | | |
| FN-CB-240a.1 | (1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development | <p>(1) Number of loans outstanding qualified to programs designed to promote small business and community development: 947 loans</p> <p>(2) amount of loans outstanding qualified to programs designed to promote small business and community development: \$483.7 million</p> |
| FN-CB-240a.2 | (1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development | <p>(1) Number of past due and nonaccrual loans qualified to programs designed to promote small business and community development: 11 loans and 8 loans, respectively</p> <p>(2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development: \$3.9 million and \$2.5 million, respectively</p> |
| FN-CB-240a.3 | Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers | The Company does not currently gather information related to a customer's status as previously being unbanked or underbanked. The Company does offer low-to-moderate-income programs for no or low cost that are designed to help customers build credit or accrue savings |

Financial Inclusion & Capacity Building (Continued)

| | | |
|--------------|---|---|
| FN-CB-240a.4 | Number of participants in financial literacy initiatives for unbanked, underbanked or underserved customers | The Company does not currently gather information related to a customer's status as previously being unbanked or underbanked. The Company does offer financial literacy programs and information on such programs can be found in our Triumph Financial, Inc. — 2024 Corporate Sustainability Report, pages 16-17 |
|--------------|---|---|

Incorporation of Environmental, Social and Governance Factors in Credit Analysis

| | | |
|--------------|---|---|
| FN-CB-410a.1 | Commercial and industrial credit exposure, by industry | Triumph Financial, Inc. — 2024 Corporate Sustainability Report, pages 22-23 |
| FN-CB-410a.2 | Description of approach to incorporation of environmental, social and governance factors in credit analysis | Triumph Financial, Inc. — 2024 Corporate Sustainability Report, pages 14-16 |

Business Ethics

| | | |
|--------------|--|--|
| FN-CB-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice or other related financial industry laws or regulations | Information on the company's legal proceedings can be found in the Triumph Financial 2024 Annual Report, Note 14, Legal Contingencies, page 164, document page 180 |
| FN-CB-510a.2 | Description of whistleblower policies and procedures | Whistleblower Policy |

Systemic Risk Management

| | | |
|--------------|--|---|
| FN-CB-550a.1 | Global Systemically Important Bank (G-SIB) score by category | According to the BASEL Committee on Banking Supervision's assessment methodology, Triumph Financial is not considered to be a Global Systemically Important Bank (G-SIB) and, as a result, does not have a G-SIB score |
| FN-CB-550a.2 | "Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy and other business activities" | While Triumph Financial does conduct capital adequacy planning and strategic planning exercises with horizons of 3 to 5 years, according to the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, we are not required to conduct annual stress testing due to the \$10 billion asset threshold |

Activity Metric

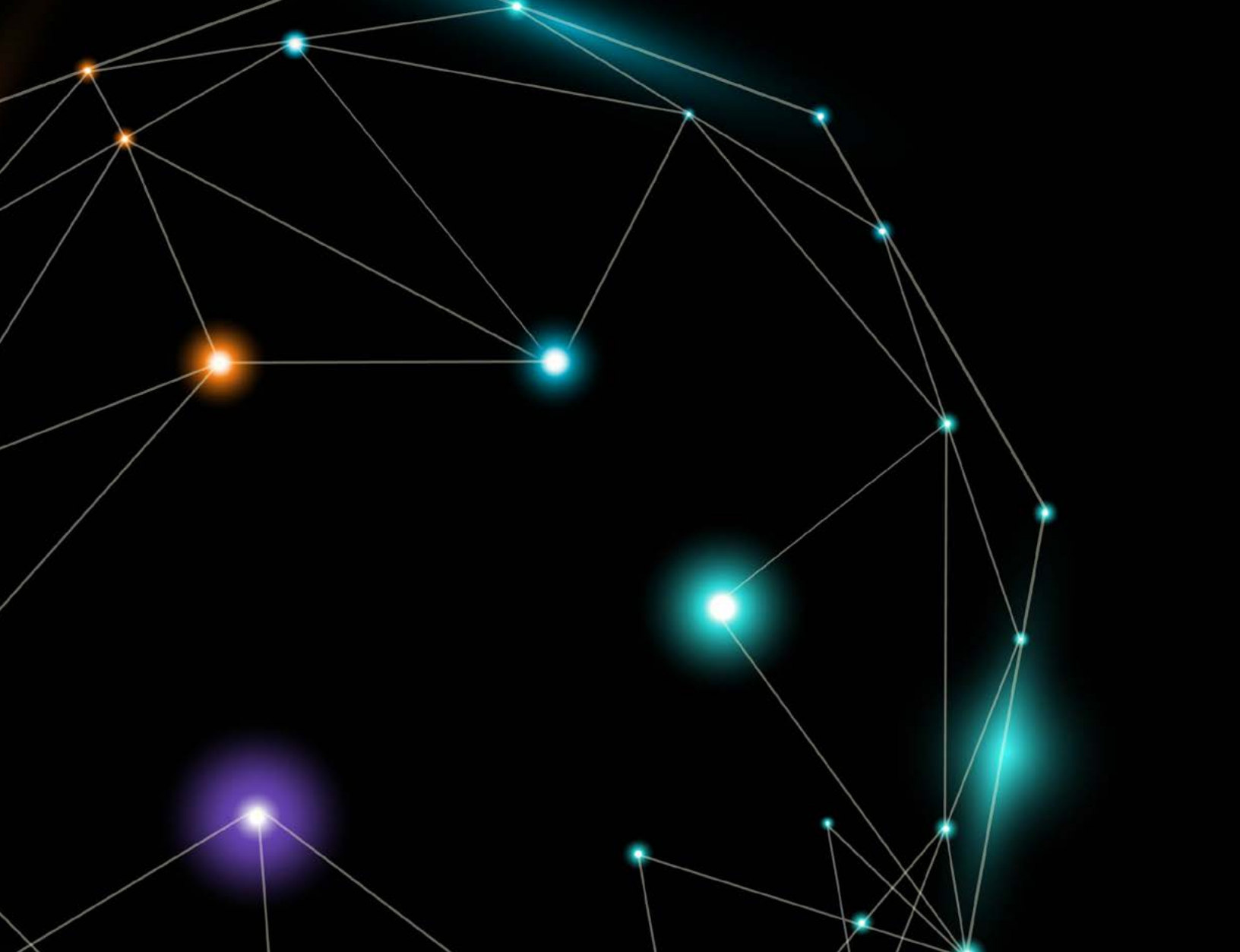
| | | |
|-------------|---|--|
| FN-CB-000.A | (1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business | (1) Number of checking accounts (a) personal: 56,586 (b) small business: 6,182 |
| | | (1) Number of savings accounts (a) personal: 27,617 (b) small business: 262 |
| | | (2) Value of checking accounts (a) personal: \$827.9 million (average) (b) small business: \$278.9 million (average) |
| | | (2) Value of savings accounts (a) personal: \$495.7 million (average) (b) small business: \$11.7 million (average) |
| FN-CB-000.B | (1) Number and (2) value of loans by segment (a) personal, (b) small business and (c) corporate | Personal |
| | | (1) Number of loans by segment: 850 (non-res) |
| | | (2) Value of loans by segment: \$6.8 million |
| | | Small Business |
| | | (1) Number of loans by segment: 2,441 |
| | | (2) Value of loans by segment: \$515.0 million |
| | | Corporate |
| | | (1) Number of loans by segment: |
| | | (a) CMRE: 528 (non-farm/non-res) |
| | | (b) C&I: 2,939 |
| | | (c) Construction: 105 |
| | | (d) Farmland: 192 |
| | | (e) Warehouse Lending: 26 |
| | | (2) Value of loans by segment: (incl. unfunded commitments) |
| | | (a) CMRE: \$665.87 million |
| | | (b) C&I: \$1.5 billion |
| | | (c) Construction: \$146.8 million |
| | | (d) Farmland: \$65.0 million |
| | | (e) Warehouse Lending: \$1.7 billion |

* Balances include unfunded commitments.

| Top 10 Industries | NAICS Code | Value as of 12/31/2024* |
|--|------------|-------------------------|
| General Freight Trucking, Long-Distance, Truckload | 484121 | \$1,378,445,747 |
| Freight Transportation Arrangement | 488510 | \$167,671,970 |
| Real Estate Credit | 522292 | \$154,459,264 |
| All Other Nondepository Credit Intermediation | 522298 | \$102,292,670 |
| General Freight Trucking, Long-Distance, Less Than Truckload | 484122 | \$40,881,307 |
| Used Car Dealers | 441120 | \$35,359,676 |
| Sales Financing | 522220 | \$20,719,282 |
| Corn Farming | 111150 | \$20,617,815 |
| Crushed and Broken Limestone Mining and Quarrying | 212312 | \$16,924,299 |
| All Other Professional, Scientific, and Technical Services | 541990 | \$13,667,016 |

| Industries at Least 2% of Overall Portfolio | NAICS Code | Value as of 12/31/2024* |
|--|------------|-------------------------|
| General Freight Trucking, Long-Distance, Truckload | 484121 | \$1,378,445,747 |
| Freight Transportation Arrangement | 488510 | \$167,671,970 |
| Real Estate Credit | 522292 | \$154,459,264 |
| All Other Nondepository Credit Intermediation | 522298 | \$102,292,670 |

* The reported values include the notional amount of direct outstanding and unfunded legally binding lending commitments net of amounts distributed (e.g., syndicated or participated) to other financial institutions.



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