



TEAM MEMBER
VOLUNTEER &
MATCHING GIFTS
PROGRAMS

 TRIUMPH



Helping People Triumph

Helping People Triumph is not only our brand purpose, but a philosophy that transcends our organization. Because at Triumph, our mission is more than money. We focus on doing the most good in the areas of greatest need through our philanthropic endeavors and working to make the world around us – better. A large part of our success comes from our team members – like you – who volunteer their time and talent to our fellow friends, communities and causes aimed at creating a better life for others.

We encourage you to read through this brochure to better understand our team member volunteer and matching gifts program, including more about volunteer time, matching gifts guidelines and administration.

Together, we can live up to our purpose of helping people triumph.



TEAM MEMBER VOLUNTEER PROGRAM

GET PAID TO VOLUNTEER? YES, YOU CAN.

Triumph Bancorp, Inc. (“Triumph”) and its subsidiaries offer team members paid time away from work to volunteer at approved charitable organizations that are meaningful to them. Team members can lend time and talents to a company-sponsored volunteer opportunity. They can also select a personal charity through which they would like to volunteer. Face-to-face experiences impact our team members’ lives as well as the lives of those they are assisting. **Triumph’s Volunteer Program is another way to invest in change** – using our time and talents to serve others.

GET READY TO GET INVOLVED

On the next page you can find Triumph’s guidelines for team members who wish to volunteer with organizations of personal interest or corporate-sponsored programs.



PAID VOLUNTEER TIME

Team members are allowed to take up to 24 company-paid hours each year to volunteer at an approved charitable organization of choice – Paid Volunteer Time.

Interested team members should meet with their supervisor(s) to discuss volunteer options. They should schedule volunteer time and obtain supervisor approval before committing to or participating in any volunteer event during regular office hours.

During office hours, volunteer hours should easily coordinate with the department's work schedule(s) and other work-related responsibilities. It should not create a need for overtime or cause conflicts with other team members' schedules. Volunteer hours recorded are not considered "work time" for overtime calculation purposes. Volunteer hours recorded by non-exempt team members equal 8 hours per day.

During work hours, volunteer hours must occur in thirty-minute increments depending upon the type of volunteer program in which the team member is involved. The team member's supervisor must approve all Paid Volunteer Time before taking any time off.

Final approval for Paid Volunteer Time is up to the discretion of each team member's direct supervisor.

PROGRAM ELIGIBILITY

All full-time team members who meet or exceed expected job performance are eligible to participate.

MATCHING GIFTS PROGRAM

We recognize that our team members are generous to organizations that matter to them personally. Our Matching Gifts Program supports their endeavors by matching the team member's charitable contributions to qualified organizations, dollar-for-dollar, up to \$500 for each team member, each calendar year. Team members are supported in their donation(s) to Tax-Exempt 501(c)(3) organizations, public charities, and public educational institutions as defined by the Internal Revenue Code.

*Since 2018, Triumph team members
have reported **23,500 volunteer hours**
across the communities we serve.*



GUIDELINES

To be eligible to participate in the Matching Gifts Program, team members must be:

Full-time team members employed by Triumph Bancorp, Inc. or one of its subsidiaries for at least one year; and actively employed by the company when the contribution is made to the designated organization.

Charitable organizations **must be exempt** from federal income taxation under Section 501(c)(3) of the Internal Revenue Code. They may not be classified as a private foundation.

Contributions **must be paid** and not merely pledged.

Contributions **must be “personal” funds** paid in cash or by credit card to the organization. The team member is required to obtain and submit to Triumph clearly-written documentation of any donation for consideration. Donations must be individual contributions provided by the participant and not a collection of donations from other parties (e.g. “Walk” contributions are not eligible).

Matching funds will be paid via credit card to the exact organization name that received the team member’s donation. If payment by credit card is not an option, funds will be paid by check.

The amount of each gift **must equal at least \$25 to be eligible**.

The Matching Gifts Application **must be submitted within 90 days of the date** on which the donation was given.





Triumph **does not match** charitable gifts to private foundations, family or donor-advised funds, or contributions to political or fraternal organizations.

Triumph **does not match** charitable gifts that directly benefit team members or their families. This includes donations for trips, tours, internships, tuition, event tickets, parking privileges, club dues, products and services, or discounts on products or services.

Triumph **does not provide** general funding to any organization whose purpose is to promote or discourage religious beliefs' observance or proselytization. However, we will support such organizations funding of homeless shelters, soup kitchens, or other social service needs. Triumph may ask the organization to provide proof of the community project receiving funding.

Triumph **does not provide** funding to any organizations with discrimination practices based on race, religion, color, sex, sexual orientation, age, national origin, ancestry, citizenship, veteran, or disability status.

Triumph **reserves the right** in its sole discretion to determine eligibility and reserves the right to disqualify for purposes of Matching Gifts any organization at any time for any reason whatsoever.



ADMINISTRATION FOR MATCHING GIFTS

Triumph will regularly review the programs to ensure the process adheres to stated guidelines and our commitment to corporate social responsibility. This includes random reviews of organizations benefiting from Triumph team member volunteer time and organizations receiving matching funds from our programs. Organizations selected for review may be required to provide documentation verifying volunteer time or receipt of individual donations for each participant.

Triumph may suspend, change, or terminate the Team Member Volunteer and Matching Gifts programs at any time in its sole discretion. The CRA Department will lead the administration of the programs. The Philanthropy Committee is responsible for the program's interpretation and application. The Philanthropy Committee's decisions are final.

Failure to abide by these rules or providing any false or misleading information in connection with volunteer time or a matching gift request could result in disciplinary action up to and including termination, as well as possible civil or criminal liability. Triumph reserves the right, in its sole discretion, to discontinue funding and to demand the return of the matching gift grant amount, or any portion thereof, and any income earned thereon should Triumph be given any false or misleading information or discover any misrepresentations connected with a request for a matching gift.



*When we make our
communities around
us better, **we all triumph.***



For more information about our philanthropic endeavors or more ways to get involved, please contact Brandi Dunn, Director of Community Engagement.

Email: bdunn@tbkbank.com

MORE ABOUT TRIUMPH BANCORP, INC.

Triumph Bancorp, Inc. (NASDAQ: TBK) is a financial holding company headquartered in Dallas, Texas, with a diversified line of community banking, national lending, and commercial finance products. Our bank subsidiary, TBK Bank, SSB, Member FDIC and Equal Housing Lender, is a Texas-state savings bank offering commercial and consumer banking products focused on meeting client needs in Texas, Colorado, Kansas, New Mexico, Iowa, and Illinois. We also serve a national client base with factoring, equipment lending and asset based lending through Triumph Commercial Finance, discount factoring through Advance Business Capital LLC, d/b/a Triumph Business Capital, insurance through Triumph Insurance Group, Inc., and carrier and vendor payment solutions through TriumphPay.

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TRI-PH-001 (01/2021)