

POLICY 2450
Approved January 24, 2024

Corporate Social Responsibility

I. Purpose

The purpose of the Corporate Social Responsibility Policy and Committee Charter is to define the framework, oversight, monitoring, and initiatives of BayFirst Financial Corp. and BayFirst National Bank (collectively, the “Company”) related to corporate social responsibility. The Corporate Social Responsibility (CSR) Board Committee (“Committee”) of BayFirst is established to assist the Board of Directors in fulfilling its oversight responsibilities related to the Bank’s social, environmental, and community impact. The Committee shall review, recommend, and monitor CSR initiatives to ensure alignment with the Bank’s values and commitment to corporate citizenship.

II. Scope

The Company strives to be a progressive institution in its products and services, technology, design, and social responsibility, while providing a comfortable atmosphere to all regardless of age, or social, demographic or economic status. The Company is committed to the delivering the highest standards of business ethics and corporate transparency to customers, employees, shareholders, and the communities it serves.

The Company includes the following pillars in its Corporate Social Responsibility concepts:

- A. Environmental Sustainability
- B. Social Responsibility, Diversity, Equity and Inclusion
- C. Community Engagement
- D. Employee/Workforce Management and Well-Being
- E. Corporate Transparency

III. Composition

The Committee shall be composed of at least three members of the Board of Directors. Members shall be appointed by the Board, and one member shall be designated as the Committee Chair. The Chair shall be responsible for leading Committee meetings, coordinating with management, and reporting to the Board.

IV. Oversight

A. Corporate Social Responsibility Board Oversight

The Board of Directors has established the Corporate Social Responsibility Committee (the Board Committee”) for the oversight of this policy and the Company’s activities. The Board Committee will have the following functions:

- i. Identify and raise current and emerging CSR matters that may impact the Company and make

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recommendations on how our policies, practices and disclosures can adjust to address these trends and align with stakeholder expectations.

- ii. Monitor and provide thought leadership in executing identified CSR strategies.
- iii. The Committee shall ensure that the Company's business strategy and implementation is consistent with its corporate social responsibility policies and goals, and that corporate social responsibility is an integral aspect of the business strategic planning process.

B. Corporate Social Responsibility Management Committee

Management shall establish the Corporate Social Responsibility Management Committee (the "Management Committee") which shall consist of members from all major segments of the Company to ensure that the broad range of activities comprising Corporate Social Responsibility receive appropriate presentation. The purpose of the Management Committee shall be to coordinate and implement the Corporate Social Responsibility initiatives of the Company. The activities of the Management Committee shall be reported to the Board Committee.

V. Meetings and Reporting

- A. The Committee shall meet regularly, at least twice annually, and as needed to fulfill its responsibilities.
- B. The Committee Chair shall report regularly to the Board on the Committee's activities, findings, and recommendations.
- C. Minutes of Committee meetings shall be maintained and made available to the Board.

VI. Evaluation and Review

The Committee shall periodically assess its own performance and effectiveness in fulfilling its responsibilities. The Charter shall be reviewed and updated as necessary, with any proposed changes submitted to the Board for approval.