



## PALOMAR DIVERSITY, EQUITY & INCLUSION STATEMENT

Palomar is committed to increasing diversity within our company. We believe that diversity yields greater creativity and productivity, helps us serve our customers and partners more effectively, and ultimately returns greater value to our shareholders and to the communities in which we do business. Palomar values the unique abilities and talents each individual brings to our organization and recognizes that we benefit in numerous ways from differences in culture, ethnicity, national origin, race, color, religion, gender, age, disability and sexual orientation. Our commitment to Diversity and Inclusion is as follows:

**DIVERSITY** – We are not all the same. Palomar celebrates our differences, and we identify opportunities for increased innovation and collaboration amongst diverse teams with diverse perspectives.

**INCLUSION** – Palomar appreciates and takes pride in the active involvement of every team member's unique contribution within a culture that harmonizes our differences. Our team members understand their important contribution to the greater good and understand that what they do makes a difference, both for the company, and in the larger communities we serve.

**COMMUNITY & ENGAGEMENT** – Palomar's commitment to diversity, equality and inclusion extends into the communities where we conduct business. We believe that every organization, regardless of size or scope, can make a meaningful difference on issues of community welfare, justice and equality. Through our social, personal, and professional networks, we champion our values and actions. We partner with like-minded organizations to drive action and positive change.

**EQUALITY** – Palomar promotes a work environment where individuals are treated fairly, respectfully and have equal access to resources and opportunities for growth. We encourage our Teammates to share ideas and collaborate to remove organizational boundaries, solve problems and drive company growth.

Further evidence of our commitment to diversity is exemplified in our company's core values:

**ACCOUNTABILITY** – Palomar does the right thing with strong conviction, **integrity** and decisive action to strengthen trust within our company and with our partners and communities.

**AGILITY** – Palomar adapts quickly to change. Our entrepreneurial and **resilient** mindset drives us to remove barriers and find creative solutions to challenges.

**AUTHENTICITY** – Palomar puts people and partners first. We build strong relationships through transparency, **trust**, and **respect** for each other.

**INNOVATION** – Palomar is a bold and inventive **problem solver**. We continually **collaborate** and evolve to provide our partners and customers with unparalleled expertise and market-leading solutions.

**DIVERSITY** – Palomar celebrates diverse perspectives. We promote **inclusion** and **equality** to create more opportunities and build a better world for our team members, company, partners, and community.

We invest in our people and manage a workplace built on ethical behavior, compassion and productivity. We continually look for ways to contribute to a more sustainable present and future. Our D.I.C.E. Council (“Diversity, Inclusion, Community Engagement and Equality”) and our People and Talent programs cultivate an inclusive workplace in which all team members feel valued and empowered to create value for our stakeholders. We follow best practices in Corporate Governance guidelines in the interest of accountability and transparency.

Palomar’s seven-member Board now includes three women in addition to two members of underrepresented minority groups. This level of diversity is consistent with industry best practices and legal requirements under California law.

For our latest DEI information please reference our annual [Sustainability & Citizenship Report](#).