

# 2022 Environmental, Social and Governance Report

## OUR COMMUNITY IMPACT



**BREMER** →

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## MESSAGE TO OUR PARTNERS

On behalf of Bremer Financial Corporation, we are pleased to present our second annual Environmental, Social and Governance (ESG) Report.

In 2021, recognizing the importance of this work and our unique ability to make an impact in these areas, Bremer earnestly opted into this body of work. We issued a foundational report that identified the most critical areas where we could focus our efforts and have an effect, we benchmarked where we were, and we set the beginnings of goals for how we wanted to move forward.

This past year we established a cross-functional ESG Council, made up of almost 20 representatives from various functional groups throughout the organization. This council was tasked with developing, overseeing, and managing Bremer's ESG strategy, considering strategic business initiatives, and emphasizing contributions to the advancement of the four identified United Nations Sustainable Development Goals.

The council has brought an inspirational energy to this work that highlights Bremer's commitment to and history of cultivating thriving communities. Their work is reflected in this updated report and helps provide accountability and visibility of our organization's ongoing ESG efforts.

Bremer recognizes that by prioritizing ESG considerations, we can better manage risk, build stronger relationships with our customers and create value for our stakeholders. We remain committed to honoring our company's roots, understanding the intersection of banking and ESG, and our objectives for future initiatives and goals within this framework.

We are proud of the progress we have made and we recognize that there is much work to be done. We will continue to leverage our resources and expertise to drive positive change in our industry and in the communities we serve through this ever-changing and dynamic environment.

Sincerely,

Ronald James  
Bremer Financial Corporation  
Board Chair

Jeanne Crain  
Bremer Financial Corporation  
President and CEO



# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2015, all United Nations Member States adopted 17 Sustainable Development Goals (SDGs) in an urgent call to action for all countries and organizations to work together to “end poverty, improve health and education, reduce inequality and spur economic growth, all while tackling climate change and working to preserve our oceans and forests.” These goals are the linchpin of the U.N.’s 2030 Agenda for Sustainable Development, which laid out a 15-year plan to accomplish them.

Bremer’s closely held purpose is cultivating thriving communities. The call laid out in these SDGs, adopted by our country and 192 other member states, is in clear alignment with who Bremer is and the values instilled in us by our immigrant founder. Our identity and our purpose demand that we commit to this work. The opportunities ahead of us are significant, and Bremer is engaging in this work with deliberate intention to ensure that the efforts we take are impactful and sustainable.



## Our focus

All companies have a part to play in furthering each of the U.N.’s sustainable development goals. Bremer has identified four areas that mirror our purpose and commitment, where our focus will have the most impact:

- (1) NO POVERTY
- (8) DECENT WORK AND ECONOMIC GROWTH
- (10) REDUCED INEQUALITIES
- (11) SUSTAINABLE CITIES AND COMMUNITIES



## ABOUT BREMER

Bremer Bank has roots in the places where we live and work that go back to 1943, and a history of making a real-world difference in the lives of our customers that begins with our founder. Otto Bremer believed that if banks helped businesses in good times and bad, communities would thrive. Today, we're proud to work with the people who grow our food, build our economy and serve our neighbors. We're here to help you solve your toughest problems, seize your biggest opportunities and achieve success on your terms, now and in the future.

### Our services

Bremer offers full-service banking, investments, mortgage, trust, insurance and wealth management services.

### Our focus

Mid-size companies  
Agribusinesses and farmers  
Commercial real estate  
Education  
Healthcare  
Local government  
Manufacturing  
Nonprofits  
Professional services  
Small businesses

### Our locations

Bremer has a network of branches throughout Minnesota, North Dakota and Wisconsin. Our customers can access their accounts through thousands of MoneyPass® ATMs nationwide, and we offer online banking anytime, anywhere at [bremer.com](http://bremer.com).

### Headquarters

St. Paul, Minnesota.

### Ownership

Privately owned by the Otto Bremer Trust (92%) and Bremer employees (8%).

### Employees

Approximately 1,500.



### OUR PURPOSE

Cultivating thriving communities



### OUR PROMISE

Working harder and smarter together to create new and better ways for our customers to grow



### OUR VALUES

Collaboration  
Commitment  
Creativity

## OTTO BREMER LEGACY

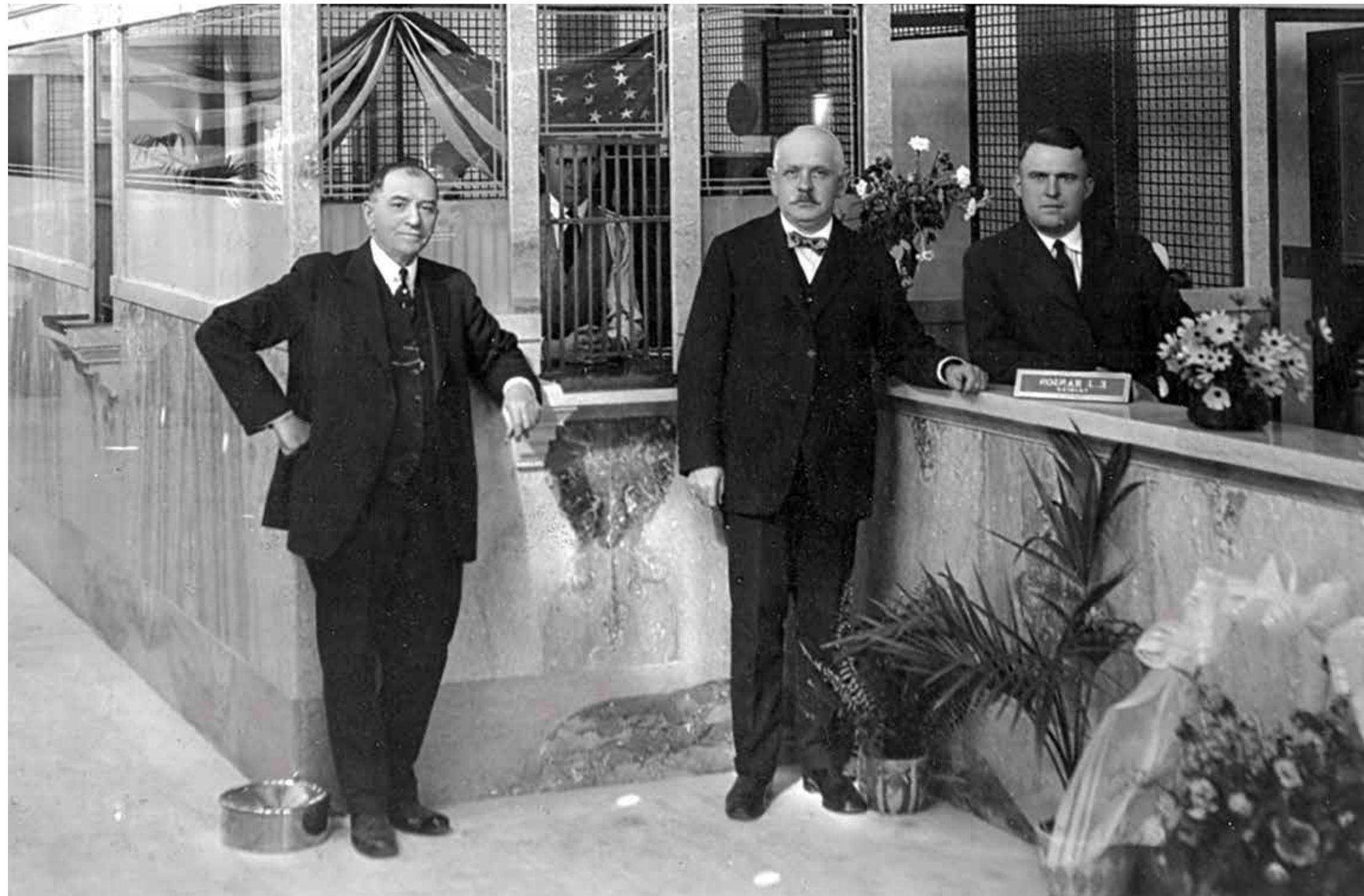
Bremer Bank is a leading regional and community bank established by Otto Bremer in 1943.

Otto Bremer came to Minnesota as a German immigrant in 1886 seeking opportunities for a good life. Over the next 36 years, he worked his way up to become chairman of the American National Bank and a dedicated community leader involved in civic, financial and corporate life. Otto's financial acumen led to investments in many independent rural banks in the Upper Midwest. During the Great Depression, Otto liquidated many of his personal assets to strengthen these banks and help them withstand hard times. He believed that people could survive and flourish if they had help at critical times.

For all his success, Otto did not forget the strengths and hardships of the rural and immigrant experience. His concern for those working to make their lives better, coupled with his commitment to the local banks, became the cornerstone of his long-term vision. In 1943, Otto created Bremer Bank as a bank holding company to consolidate his stake in the community banks, giving the banks the advantage of acting as a group.

Otto believed that, done right, banking has the power – and responsibility – to help communities thrive. This is the guiding principle which inspires Bremer Bank's work every day.

Bremer's purpose is cultivating thriving communities, and we are proud to do so by partnering with the people who cultivate our food, sustain our economy and serve our neighbors. Through its focus on relationships, Bremer strives to use its expertise and understanding to help its customers and communities realize their dreams.



“To serve our customers, we must also serve their communities.”

Otto Bremer - Founded Bremer Bank in 1943

# ESG COUNCIL

## ESG Council

At the beginning of 2022, Bremer deepened its investment in ESG work through the creation of a formal governance structure with the establishment of the ESG Council. This Council is tasked with defining an organization-wide ESG strategy, and establishing and implementing performance goals and action plans in the ESG area. The council is represented by Bremer employees from the following teams:

- |                       |                                 |
|-----------------------|---------------------------------|
| Accounting            | Diversity, Equity and Inclusion |
| Agriculture Lending   | Information Security            |
| Capital Markets       | Information Technology          |
| Collateral Management | Marketing                       |
| Commercial Banking    | Risk Management                 |
| Consumer Banking      | Strategic Sourcing              |
| Corporate Governance  | Wealth Management               |
| Facilities            |                                 |

The creation of Bremer’s ESG Council aligned with the release of our foundational ESG Report in April of 2022. This foundational report firmly established Bremer’s commitment to finding ways to make impact in the ESG space and emphasized why the time was right to begin this effort, after multiple once-in-a-generation events impacted our communities.

The report also provided a base for the council to work from, and moving forward, they will be tasked with monitoring the progress of established goals and identifying new focus areas as we build on our initial efforts.

With the council in place, Bremer has established a formal structure around ESG work that will guide us well into the future. The council meets regularly to monitor and oversee the organization’s ESG goals and action plans.

Since its inception, the ESG Council has shown tremendous enthusiasm and commitment toward this important work, which has permeated all corners of the organization.



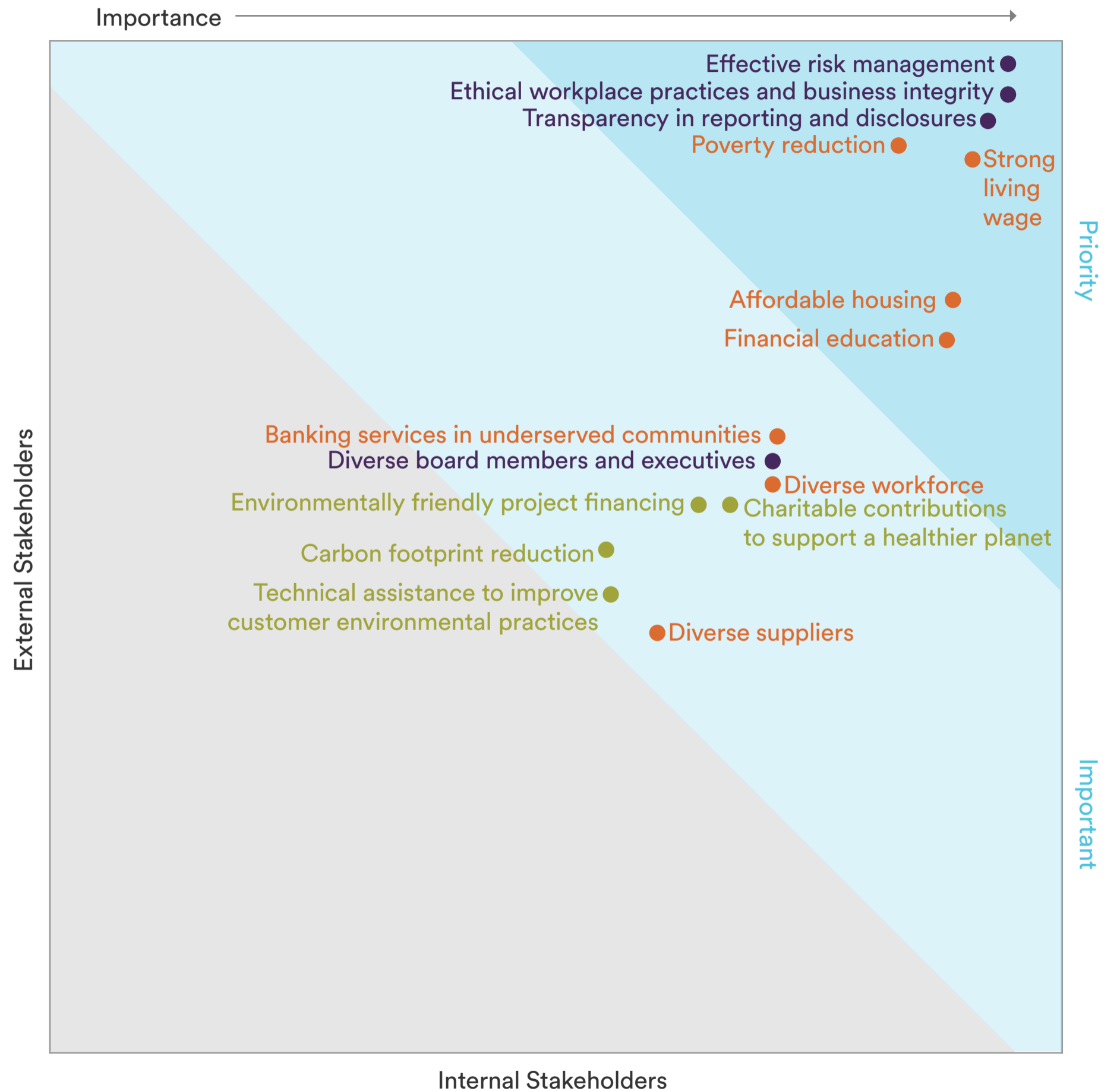
# ESG SURVEY RESULTS

## ESG survey results

Bremer engages with several ESG priorities throughout the enterprise under the leadership of the ESG Council. To ensure we are listening to our stakeholders and emphasizing the efforts most important to them, Bremer engaged with a group of graduate students at the University of Minnesota Humphrey School to create a materiality assessment, polling our customers and employees on the ESG priorities most important to them.

In the categories of environmental, social and governance, we asked respondents to evaluate a number of priority areas on a scale ranging from “not important” to “very important.” Bremer received responses from 470 employees and 881 customers and calculated scores for each of the individual priority areas based on the stakeholder feedback.

Areas that ranked highest for both groups were effective risk management, ethical workplace practices, and transparency in reporting and disclosures. These priorities align with a number of Bremer’s previously established organizational goals, which both reinforces our existing ESG work and gives us a roadmap for future work.





## ENVIRONMENTAL

Thriving environments are critical to thriving communities. Finding new ways to recycle, reconsidering our physical footprint, partnering with customers, and taking a critical look at how we operate moving forward are all important parts of building a strong environmental foundation.



### Minglewood Inc.

Bremer provided financing to Minglewood Inc. — a family-run dairy farm with more than 120 years of history in Polk County, Wisconsin — that helped the business cut costs and improve its environmental performance. Minglewood invested roughly \$1.4 million into a cutting-edge sand separator from Stjernholm, Denmark, which separates out sand used as part of cow bedding from manure. The separator is the first of its kind in the U.S. Before the separator was installed, Minglewood hauled out sand with the manure, requiring the farm to have more than 1,050 truckloads (26,000 tons) of sand delivered annually to replenish the beds. With the separator in place, Minglewood reuses nearly all of its sand by recovering an average of 97% of the sand, requiring only 24 truckloads delivered annually, which is over a 97% decrease. In addition to significant cost savings, the equipment reduces carbon emissions and helps Minglewood maintain higher soil quality by not contributing to changes in soil profile throughout its operation. Minglewood has been pleased with the early results and anticipates recovering its investment in cost savings in five years.



### St. Cloud remediation

In July 2022, Bremer broke ground on its new, full-service branch in downtown St. Cloud, Minnesota. This location was most recently the home of the St. Cloud City Hall building, which was demolished as part of the project. The city provided an \$800,000 grant to help rid the site of environmental hazards such as asbestos, lead paint, and contaminated soil and groundwater. Bremer and its development partners utilized the grant to fully remediate the site to Minnesota Pollution Control Agency standards. This will help ensure sustainable land use and development in the area for years to come.

### Branch footprint reduction

In recent years, Bremer has reconsidered the footprint and designs of its branches, remodeling or building new locations that better suit and more authentically engage with customers in the communities we serve. Because digitization has significantly impacted not just how customers engage with businesses but also how we are able to retain files, those remodeled or rebuilt branches often result in a reduction of our physical spaces, which has significantly lessened our environmental impact and improved our energy savings. In 2022, our newly remodeled branch in Minot resulted in a 69% square footage reduction where a single new branch consolidated two previous locations. Our new branches in South St. Paul (opened in 2022) and St. Anthony (opened in early 2023) are 81% smaller than previous locations in those communities, and a planned new St. Cloud location, opening in 2023, will also be 69% smaller than the previous location.



### PCs for People

Since 2018, Bremer employees have donated recycled electronics to PCs for People, a nonprofit organization that works to get low-cost computers and affordable broadband internet into the homes of low-income individuals. Digital inclusion is a critical factor in access to education, healthcare or employment, and PCs for People is a national leader in that work. Bremer has set a 30,000 pound donation goal for 2023. To date, Bremer's efforts have also kept more than 99,000 pounds of electronic waste out of landfills.

# ENVIRONMENTAL



**35%**

Electronic use of consumer DocuSign in place of paper



**14%**

Bremer buildings converted to LED lighting – double the rate of 2021



Bremer is headquartered in a LEED-certified building

Environmental impact				
	2021	2022	2023 goal	UN goal
<b>LED lighting upgrades</b> (install energy efficient-lighting within Bremer buildings)	7%	14%	23%	
<b>Recycled electronics</b>	20K lbs	25K lbs	30K lbs	
<b>EConsumer DocuSign usage</b> (reduce paper use and travel by having customers sign documents electronically using DocuSign, automatic payments, and electronic statements)	not tracked	35%	50%	
<b>Bremer locations offering recycling</b>	50%	52%	100% by end of 2024	
<b>Locations with single-use tableware plastic</b>	100%	93%	0%	

## Climate risk assessment

Bremer manages climate risk through existing risk and credit functions. Climate change represents a dynamic set of strategic considerations that have the potential to impact the bank over varying time horizons. Bremer has identified the categories and sub-categories of physical and transition environmental risks which may be impactful.

Physical risks relate to the direct impact of climate change that is driven by a specific disruptive event, while transition risks arise from policy and technology-driven adjustments.

To properly assess the impact of climate risk, we have begun to integrate it into Bremer's risk processes utilizing a rating methodology that captures both types (physical and transition) of climate risk. Direct risks were measured as the potential for a disruption that would result in the shutdown of operations/facilities resulting in the loss of revenue. Transition risk levels were measured through consideration of shifting policies or consumer preferences/market sentiment that could result in higher costs or reduced revenues. Risk levels were assigned for each of Bremer's industries to identify those that could be most impacted by climate change.

We will continue to refine our assessment and begin working with customers in higher risk industries to identify plans or strategies in place to address climate change risks.

# SOCIAL

Bremer's closely held purpose, instilled in us by our immigrant founder, is cultivating thriving communities. We continue to find new and better ways to deepen our impact in the communities we serve.

Community impact				
	2021	2022	2023 goal	UN goal
Donations by Bremer Bank to nonprofit organizations	\$2.6M	\$2.7M	\$2.7M	
Employee giving to United Way campaign	\$209K	\$212K	\$213K	
Bremer Bank employee contribution match to United Way	\$209K	\$212K	\$213K	
Employee volunteer hours	19K	16K	18K	
Employees serving on nonprofit boards of directors	100	223	250	

## A sampling of nonprofit organizations with a Bremer employee serving on its board of directors

### Twin Cities

- Avivo
- CommonBond Communities
- Enterprise Minnesota
- Goodwill-Easter Seals of Minnesota
- Greater Twin Cities United Way
- Junior Achievement North
- Minneapolis Foundation
- Minneapolis Regional Chamber of Commerce
- Minnesota Home Ownership Center
- Northside Economic Opportunity Network
- Opportunity Partners
- Project for Pride in Living
- Saint Paul Area Chamber of Commerce
- Saint Paul Downtown Alliance
- Twin Cities Habitat for Humanity

### Greater Minnesota

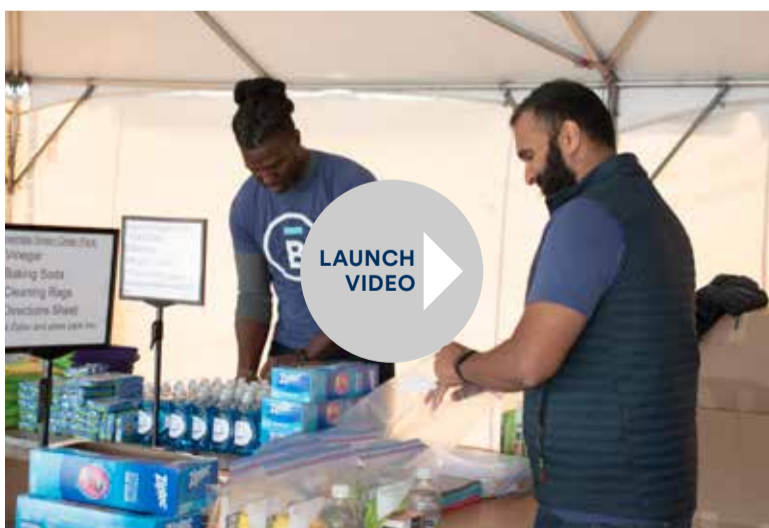
- Aitkin County Habitat for Humanity
- Boys and Girls Club of Central Minnesota
- Boys and Girls Club of Perham
- Duluth Downtown Council
- Habitat for Humanity of Douglas County
- Housing Redevelopment Authority
- Initiative Foundation
- The Bridge Food Pantry

### North Dakota

- Grand Forks Region Economic Development Corp.
- Minn-Dak Manufacturers Association
- Minot Area Community Land Trust
- North Dakota Community Foundation
- United Way of Cass Clay

### Wisconsin

- Amery Area Food Pantry
- Greater Menomonie Development Corp.
- Northwest Alliance Community Foundation
- United Way of St. Croix Valley



1,550

Welcome Home kits donated to families transitioning into stable housing in 2022 through the Bremer Home For Good partnership



\$68.4M

Dividends paid by Bremer Bank to Otto Bremer Trust

# SOCIAL

In addition to providing the revenue that fuels the work of the Otto Bremer Trust, Bremer focuses its own substantial philanthropic giving and charitable sponsorships in three pillars: Affordable housing, financial education and economic empowerment.

**\$2.2B** CRA-eligible loans provided  
Includes affordable housing, economic development, small businesses and farms, and residential mortgages

**Top 2** SBA lender in North Dakota



**\$50K** Donated to support Latino and BIPOC-owned small businesses

**Latino Economic Development Center**  
In fall of 2022, Bremer opened a new branch on East Lake Street in Minneapolis. In celebration, and to demonstrate its commitment to the neighborhood, Bremer donated \$50,000 to the Latino Economic Development Center. The donation helped provide business development and technical assistance services to Latino and BIPOC-owned small businesses in the area. Bremer will further the partnership with LEDC in coming years as the bank continues to meet the needs of this community and other Latino communities across the state.

**2022**  
**SBA Minnesota Lender of the Year Award**

**\$67M**  
CRA-qualified community investments in 2022

Project examples:  
Native American healthcare facility in rural Minnesota (\$5M)  
Native American substance recovery center in rural North Dakota (\$5M)

## Outstanding CRA ranking

Bremer Bank received an overall “Outstanding” rating - the highest rating that can be achieved - on its most recent Community Reinvestment Act (CRA) performance evaluation from the Office of the Comptroller of the Currency.

## SOCIAL



**500+**

Mortgage loans purchased from Twin Cities Habitat for Humanity to support homeownership

### **Twin Cities Habitat for Humanity**

Bremer and Twin Cities Habitat for Humanity have teamed up to create the Home Loan Impact Fund, the largest banking partnership in Habitat's history. Through the program, Bremer has purchased more than 500 below-market Habitat mortgages, totaling over \$100 million. A three-year renewal in 2022 commits Bremer to purchase up to another \$125 million in below-market mortgages, which could benefit hundreds of additional families.



**\$1M**

Saved collectively by nearly 9,000 families through CollegeBound Saint Paul

### **CollegeBound Saint Paul**

Bremer is proud to be the banking partner for CollegeBound Saint Paul, a first-of-its-kind program launched on January 1, 2020, to provide every newborn child in the city with a savings account, including a \$50 seed deposit, to jumpstart additional savings toward a college education. Since the program's launch, more than 9,000 newborns have been enrolled, and their families have collectively saved over \$1.3 million for their children's future.

### **White Earth Nation**

Using the New Market Tax Credit (NMTC) program, White Earth Nation, a band of Ojibwe Native Americans in northern Minnesota, partnered with Bremer to support the construction of a new health clinic in Naytahwaush, Minnesota. The \$18 million project includes a mix of debt and equity investments from Bremer along with a \$6 million NMTC allocation from Bremer's community development entity (CDE). These funds will allow the tribe to build a 29,000 square-foot, state-of-the-art clinic that will provide primary and preventative care, as well as a number of specialty care options, to the local community. This will enhance access to vital health services for low-income residents on the reservation, which is a medically underserved area, while also creating 53 full-time positions that offer quality wages. The project deal closed in June 2022 and the new clinic is expected to open in spring 2023.

# SOCIAL

Bremer is cultivating a diverse and inclusive workplace where everyone is empowered to be their authentic self and feels a sense of belonging. Bremer continues to work to ensure our workforce at all levels reflects the communities we serve.

Diversity: All employees					
	Women	Men	White	POC	UN goal
2021	65%	35%	89%	11%	
2022	66%	34%	87%	13%	

Diversity: Senior Executive Team					
	Women	Men	White	POC*	UN goal
2021	45%	55%	91%	9%	
2022	36%	64%	86%	14%	

Diversity: Board of directors					
	Women	Men	White	POC*	UN goal
2021 & 2022	43%	57%	86%	14%	

Diversity: Interns					
	Women	Men	White	POC*	UN goal
2021	47%	53%	60%	40%	
2022	33%	67%	56%	44%	



Summer 2022 intern program

\*People of color

# SOCIAL

Bremer's people are what power our purpose. We invest in our employees in the same way that we invest in our communities.

## Working at Bremer



**93%**

Employees who are proud of the work they do



**\$119.7K**

Scholarships to employee dependents in 2022



**85%**

Employees who hold shares in BFC\* through ESOP and 401(k) plans



Competitive benefits				
	2020	2021	2022	UN goal
Paid parental leave	N/A	2 weeks	6 weeks	
Hours of community volunteer time	8	16	16	
Starting hourly wage range	\$12	\$15	\$17-\$19	

\*Bremer Financial Corporation

## SOCIAL



### Opening on Lake Street, Minneapolis

In June of 2020, Bremer created a racial equity action plan, which expanded, accelerated and more deeply invested in equity work that the bank had begun years earlier. Among other commitments, the plan included a promise to establish a greater presence in historically underserved areas, starting with a particular focus in the Twin Cities. We worked closely with community leaders to ensure we bring in staff with the right kind of expertise for these communities, serving them in the best way possible. The first significant result of that effort was opening a new, full-service branch on Lake Street in Minneapolis in the summer of 2022.



### Diversity advertising spend

For the first time in 2022, Bremer made a deliberate decision to invest its advertising dollars in BIPOC-owned media outlets, furthering the company's stated racial equity action plan goals and driving brand engagement and service in communities of color. In the first year of realizing this effort, Bremer committed 2.3% of its total advertising spend to five BIPOC-owned outlets in the Twin Cities and is expanding its investment in 2023.

Photographed: Sheletta Brundidge from ShelettaMakesMeLaugh, and a Bremer volunteer.



### Genesys Works and Cristo Rey

In an effort to prepare students for the working world and develop a future talent pipeline, Bremer has partnered with Genesys Works and Cristo Rey Jesuit High School, a Minneapolis high school that serves under-resourced families who would not otherwise be able to afford private education for their children. The partnership with Genesys Works marked its 15th year in 2022. In that time, Bremer has provided 50 high school internships and 11 college internships to students in underserved communities, primarily in roles related to technology. Meanwhile, 2022 was the first year partnering with Cristo Rey. A team of four students worked at our East Lake Street location throughout the school year, gaining valuable real-world experience.

### PAVING A MORE EQUITABLE PATH

In June 2020, as civil unrest shook the nation, Bremer made an ongoing commitment to help build a more equitable path forward through how we do business, interact with our communities, and drive change both inside and outside of our organization.

#### Inward-looking progress on our racial equity action plan

Through continued investments in our talent acquisition resources and DEI training in the organization, in 2022, 20% of our new hires were people of color.

Also in 2022, a DEI “lunch and learn” series was launched with topics focusing on an inclusive workplace.

#### Outward-looking progress on our racial equity action plan

Bremer spent the last year focusing on our supplier diversity program as we work to:

- Creatively invest in talent and staffing, which positively impacts our communities of color, helps increase homeownership and strengthens minority-owned businesses.

- Build community relationships and help spur economic growth.

- Spark innovation of new products, services and solutions.

- Improve price competition between existing and potential vendors.



# GOVERNANCE

Excellence requires oversight. Bremer’s independent board of directors and committee structure sets the critical framework for its culture, ethics and success. Key areas of responsibility are defined, and individual charters outline the purpose, roles and reporting structure for each committee. Our governance structure also includes management-level committees focused on certain strategic priorities and specific areas of risk management.

## BOARD OF DIRECTORS

Sets the tone for Bremer’s culture, inclusive of integrity, risk and compliance

Provides oversight of management and guides company direction through review of Bremer’s strategic plan and initiatives, capital planning and annual budget



## BOARD-LEVEL COMMITTEES

Each operates under a charter which outlines its respective oversight responsibilities and authority

Specific oversight of ESG priorities are delegated across these committees

Committee membership is 100% independent

### GOVERNANCE

- Corporate governance guidelines
- Board composition, selection/qualification of director nominees, and board performance
- Succession planning

### RISK

- Enterprise risk management program, including frameworks and policies
- Oversight of risk profile and performance against risk appetite

### AUDIT

- Effectiveness of internal controls over accounting and financial reporting
- Performance of internal audit function and independent auditor

### COMPENSATION

- Compensation philosophy, including desired competitive positioning and benefits
- Talent acquisition
- DEI initiatives



## MANAGEMENT-LEVEL GOVERNING BODIES

### SENIOR EXECUTIVE TEAM (SET)

Identifies and manages execution of strategy and business objectives

Consists of all senior executive officers

Separate SET Risk Committee provides leadership to manage key risks

### ESG COUNCIL

Identifies and manages execution of strategy and business objectives

### RISK AND COMPLIANCE COMMITTEES

Manages governance for specific types of risk or compliance matters with defined reporting and escalation requirements

# GOVERNANCE

## Risk management

Risk management at Bremer is executed through a three lines of defense organizational structure.

**First line:** Business lines are responsible for identifying, managing and owning their respective risks.

**Second line:** Supports the first line of defense by providing oversight and guidance related to specific business activities and the associated risks. Bremer's second line of defense includes the functional areas of Risk Management, Compliance, Legal and Credit Exam.

**Third line:** Composed of Internal Audit, which provides independent assessment of the existence and effectiveness of controls, processes and systems.

Bremer's approach to risk management is defined in our Risk Appetite Statement, Enterprise Risk Management Framework, and other risk-specific frameworks and policies.



Bremer Financial Corporation Senior Executive Team

**99%** Employees who completed discrimination and harassment training

**100%** Employees who completed code of conduct training and acknowledged their understanding and responsibility to comply

**100%** Required employees who completed compliance training

## Cybersecurity

Bremer makes significant cybersecurity investments to protect customer security using a vulnerability management program, as well as endpoint, antivirus, malware and data loss protection. Industry-leading network firewalls have been deployed to protect our networks from unwanted and unauthorized internet traffic.

Bremer employees take mandatory cybersecurity training at least once per year, and we hire external firms to conduct internal and external network security penetration testing annually.

Bremer is subject to internal and external audits and security exams.

## Ethical standards

Bremer has adopted a code of conduct that outlines expected behaviors and conduct by its employees and directors. Employees must complete training and acknowledge understanding of the code of conduct on an annual basis.

Bremer maintains an anonymous ethics reporting hotline through an outside partner which allows employees, customers, vendors or other interested parties to report issues around employee behavior, policy violations, vendor or customer behavior, and whistleblower reports on law violations. All reports are reviewed and investigated by outside subject matter experts, and independent oversight is provided for all reported issues.

## Compliance

Bremer is committed to sound compliance and risk management processes, standards and oversight in the delivery of bank and trust services. This includes oversight of compliance with applicable laws and regulations as managed through Bremer's Compliance Management System, and oversight of compliance with anti-money laundering and antiterrorist financing regulations by Bremer's Bank Secrecy Act team.

All employees must complete annual training on ethics and regulations relevant to their jobs.



# BREMER

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