

Drug and Alcohol Use

We're committed to providing a drug-free, healthful, and safe workplace for all associates. You're expected to report to work in a physical and mental condition that allows you to perform your responsibilities safely and effectively.

The use, possession, distribution, sale, cultivation, or manufacture of controlled substances (including marijuana, even if prescribed), illegal drugs, improperly used or illegally obtained legal drugs, and alcoholic beverages is strictly prohibited on Mariner premises or while conducting Mariner business offsite—except in limited circumstances outlined below.

While marijuana is legal under some state laws, it is still unlawful under federal law and being under the influence of marijuana is a violation of this policy. The Company intends to comply with all applicable federal, state, and local laws regarding the use and possession of marijuana. Where federal law differs from state and/or local law, the Company will comply with federal law, except where otherwise provided. For example, some state laws permit the use and possession of marijuana for medical and/or non-medical purposes, but federal law does not. Unless expressly prohibited by applicable state or local law, the Company considers marijuana to be an Illegal Drug for purposes of this policy in all states – even those states that allow for medical and/or non-medical use. The Company will accommodate lawful off-duty marijuana use only where required by applicable state law. Even if an individual's use of marijuana is otherwise permissible under state or local law, the use or possession of marijuana or being under the influence or impaired by marijuana on Company Premises or Property or while performing work for the Company is strictly prohibited. The use of marijuana off the job, which to any extent impairs safe job performance, is also prohibited.

Permitted Alcohol Use

You may consume alcoholic beverages at Mariner-sponsored events (such as receptions, dinners, or client outings) if approved in advance and provided your behavior remains professional, you are not legally impaired, and your ability to perform work or represent Mariner is not affected. Responsible consumption is expected at all times.

If you choose to drink, do so respectfully and consider your safety and the safety of others. Use of a designated driver or ride-share service is encouraged, though at your own expense. Never feel obligated to participate in any activity that makes you uncomfortable or impairs your judgment.

Reasonable Suspicion Testing

Mariner may require drug or alcohol testing if there is reasonable suspicion of impairment, policy violation, or after a work-related accident. Signs may include behavioral changes, attendance concerns, co-worker reports, the result of drug searches, unsafe conduct or involvement in a work-related injury, or performance concerns.

Associates found to be in violation of this policy, or who refuse to cooperate with a reasonable request for testing or investigation, may be subject to disciplinary action up to and including termination of employment.

All testing will be conducted in accordance with applicable state law.

Substance Abuse Treatment

If you are struggling with substance abuse, we encourage you to seek help. In some situations, we may require participation in a qualified rehabilitation or treatment program. We will provide reasonable accommodations for participation in such a program. However, referral to treatment will not insulate an associate from disciplinary action for prior violations of Mariner policies and procedures. However, successful completion of treatment does not exempt you from meeting performance expectations or adhering to all company policies.

Failure to complete treatment or obtain clearance from an authorized provider, when required, may result in termination. Additionally, we may be obligated to report certain incidents to law enforcement in accordance with applicable laws.

If you have questions or concerns about this policy, please reach out to Human Resources. You can do so confidentially and without fear of reprisal. Nothing in this policy guarantees an associate the opportunity for testing and associates may be disciplined up to and including termination for violations of this policy without testing.

The policies and procedures in this Handbook are designed to serve as guidelines for associates. No provision of the Handbook constitutes an implied or expressed contract, guarantee or assurance of continued employment. Mariner retains the right to interpret, amend, modify, make exceptions to, and/or withdraw any or all sections or provisions of this Handbook at any time with or without prior notice. Effective: 9/30/2025

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