

2025

YEAR-END REPORT

We invite you to revisit
the milestones that
shaped our year!

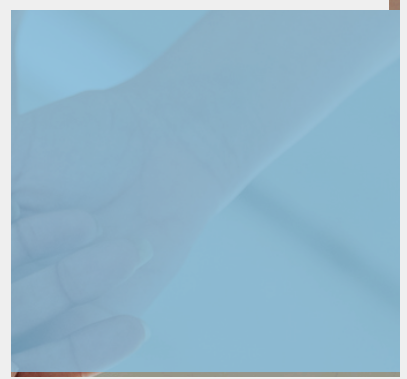
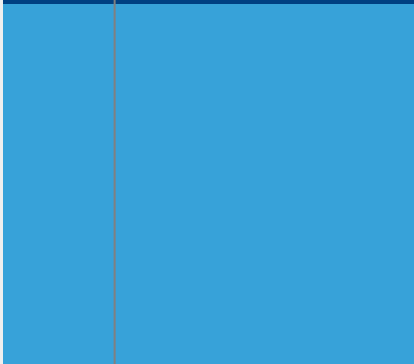


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COMMUNITY CONTRIBUTIONS

iCARE provided funding and strategic support to **85 organizations** delivering essential community services across **13 states**.

Thanksgiving Contributions

This year, we supported **29 food banks and pantries** to expand their impact across multiple communities that were in need. Altogether, we sponsored **175,759** Thanksgiving meals, supporting **4,217 individuals and families** and ensuring that they had access to food during the holiday season.

Volunteering Activities

A total of **2,300** hours were completed through various iCARE™ volunteering activities



*We ♥ our
Volunteers*

We also extended support to several organizations at the request of our employees, reflecting our dedication to championing the causes that are most meaningful to them.

COMMUNITY DRIVES

Hygiene Kits Drive

iCARE™ led drive to collect hygiene products for women in need and their families.

Donations were distributed to:
The Beauty Initiative, Inc. (Miami)
Maureen's Haven (New York)

With the support of volunteers at the Miami Lakes Corporate Center, we were able to pack hygiene kits for families in Miami-Dade County.



Community Laundry Day

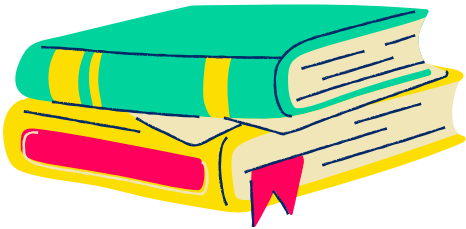
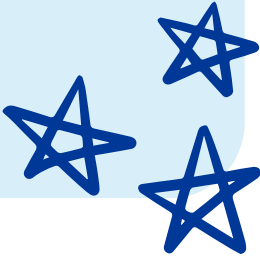
iCARE™ contributed funds to The Beauty Initiative Inc. cover the full cost of laundry services for **30 families**

COMMUNITY DRIVES

Back to School Drive

iCARE™ partnered with **4 organizations** in Florida and New York to help children in need with their back-to-school supplies.

Branches Miami
New York Edge
Adopt A Family Palm Beach
The Child Center of NY



COMMUNITY DRIVES



Thanksgiving Food Drive

iCARE™ donated **to 28 different organizations** located in FL, TX, TN, AZ, GA, NC, SC, and NY. The donations supported the thanksgiving initiatives from each organization and their continuous efforts to feed the community.



Special thanks to **Stephanie Byerly** for visiting the Second Harvest Food Bank and for reinforcing our commitment to supporting those in need.



COMMUNITY DRIVES

Holiday Toy Drive

Toys were collected in the Miami Lakes and Melville offices. Employees also had the opportunity to donate virtually. All toys were donated to numerous organizations in Florida and New York for the holidays.



Special thank you to our **Barbara Mullen** for her continuous support in leading iCARE activities in Melville.



COMMUNITY PARTNER HIGHLIGHT

Transition

Transition is a long-standing nonprofit organization in Overtown dedicated to helping individuals build pathways to employment and long-term stability through job training, certification programs, and workforce development partnerships.

In partnership with Transition, iCARE™ launched **Project Elevate**, providing **rent stipends, food assistance, mental health services and additional resources to seven individuals** experiencing homelessness, helping them take meaningful steps toward sustained independence and security.

In addition, we collaborated to host a community wellness fair, expanding access to essential resources and reinforcing our shared commitment to strengthening the community.



COMMUNITY PARTNER HIGHLIGHT

Project Elevate: Outcomes & Impact

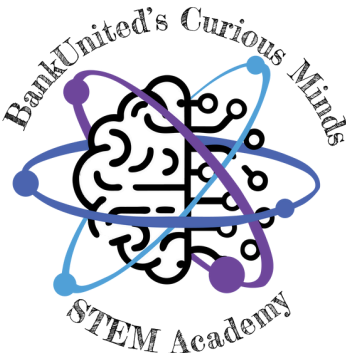
- **7** participants were selected to be part of the 1st cohort
- **4** participants secured housing
- **5** participants are currently employed
- **1** participant completed professional certifications
 - Heavy Equipment Crane
 - Class G Security License
- Provided food stipends to participants
- **55** sessions of Mental Health Services were attended



ADOPT A NEIGHBORHOOD

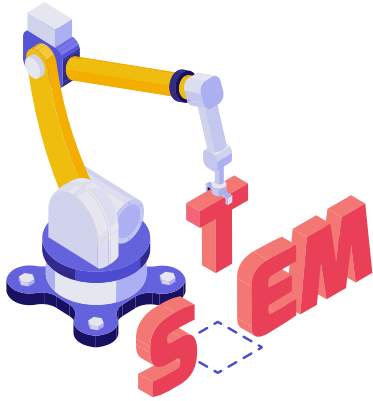
MDC Curious Minds STEM Academy

iCARE™ hosted their **4th cohort** at BankUnited's Miami Lakes Corporate Center where **21 students** from the STEM Academy were able to learn from our branch leaders as well as our Community Development, Marketing, and Digital Banking teams.



Do Good 4-1 Tech Innovation Lab

iCARE™ proudly supported the launch of the Do Good 4-1 Tech Innovation Lab, expanding access to high-quality STEAM education for students in underserved communities



OYC Miami STEM FabLab

We are proud to celebrate the ribbon cutting of the new STEM Lab in OYC Miami.



ADOPT A NEIGHBORHOOD

- iCARE™ supported efforts from two food banks, **Curley's House Food Bank** and **The Village (FREE)dge**, seeking to eliminate food insecurity daily in Liberty City.
- iCARE™ partnered with **The Poetry Potluck** to create a **senior portrait book** preserving the stories of Liberty City seniors. A total of **40 seniors** participated in this project and the book is now featured at the **Roots Bookstore and Market**.
- iCARE™ supported the **revitalization of the skating rink** at **Charles Hadley Park**, investing in community recreation and connection.
- iCARE™ **supported the launch of a mobile shower unit** in partnership with **The Smile Trust**, expanding access to hygiene services for individuals experiencing homelessness.



**BE STRONG
TOGETHER**

MDC Curious Minds STEM Academy Campus Visit



Fall 2025 Senior Portraits Book



iCARE™ VENTURES

The goal of this program is to support, encourage, and grow small businesses and entrepreneurship



Entrepreneur Spotlight

Founded to advance the economic and social awareness of the Black community, The Roots Collective has long served as a platform for visionary leadership and community empowerment. Through Roots Bookstore & Market, the organization created a community-centered space that empowers residents through literacy, culture, and connection. The bookstore features new and used works from local and independent authors alongside classic and contemporary literature. Beyond books, Roots serves as a hub for conversations, workshops, wellness events, local vendors, and various initiatives.

With support from iCARE™ Ventures, Roots Bookstore & Market has strengthened its capacity as a cultural and economic anchor in Liberty City, providing access to resources, amplifying local voices, and serving as the home for community-driven projects that preserve legacy and generate sustainable impact.



iCARE™ PANTRY

The **iCARE™ Pantry** is our new internal donation space designed to support local **nonprofits and employees** by collecting non-perishable food, hygiene items, baby products and household essentials year-round.



The iCARE Pantry will support food-insecure individuals and families by establishing recurring monthly food pickups from nonprofit organizations committed to hunger relief, including **Village Free(edge), Curley's House, and Branches.**

EDUCATION INITIATIVES

iCARE™ Summer Internship

10-week internship along with an iCARE™ scholarship for two academic years at one of our partner institutions. Selected interns chose their desired track from our four available options: Digital Banking, Core Banking IT, and Marketing.

15 interns completed the 2025 Summer Internship.
11 out of the **15** interns received an internship extension.



BankUnited Internship

BankUnited's Internship program offers students from any higher education institution in Florida and New York the opportunity to spend 10 weeks embedded directly within a team. Interns were brought on based on direct requests from business lines.

This summer interns were hosted in the following teams:

Alternative Funds Group

Credit Review

Card Services

Marketing



EDUCATION INITIATIVES

iCARE™ Summer Internship Graduation

iCARE™ hosted the the Summer Internship Graduation. Each internship track delivered their final presentation and received a certificate of completion.



IT Interns



Core Banking Interns



Digital Banking Interns



Marketing Intern

EDUCATION INITIATIVES

ATOM Pink Tank Program

Florida International University (FIU) ATOM Pink Tank completed its 5th cohort. The project this year focused on **how gender differences impact employee performance assessments and career advancement.**

In 2025, **17 students** successfully completed the program.



Dana McClellan Heart of Mentoring Award

iCARE™ honored **Dana McClellan's legacy** by recognizing **Jeiner Morales** and **Brian Sooy** with the Heart of Mentoring Award for their meaningful impact on the program and their mentees.



ATOM Pink Tank Mentors

16 BankUnited mentors played an integral role in the program, meeting regularly with participants to provide guidance, and supporting their growth throughout the project.



EDUCATION INITIATIVES

Chief Investment Office Summer Program

- Supported the 4-week summer program, led by the Chief Investment Office, for high school students seeking to learn foundational knowledge on banking, capital markets, and personal finance.
- **13** interns completed the program this year.
- **2** alumni from previous cohorts joined as Program Assistants.
- The program expanded to Miami Lakes and welcomed the first group of participants outside of Melville.



iCARE AMBASSADORS

Employee engagement in the iCARE™ Ambassador program continued to grow, with participation increasing from 22 to **31 employees**. Ambassadors provided support in a variety of ways, including assisting with logistics, recruiting volunteers, and promoting initiatives.



JANUARY

iCARE™ hosted the third Annual Mentoring Awards Ceremony to honor employees highly engaged in mentoring. Over **600** mentoring hours were reported in 2025.



“Damien helped me feel powerful and heard. He actively listened and helped me achieve my short-term goal while putting the long ones into perspective.”

-Suzanne Hayes (Mentee)

Cristy Frias and Jessica Sordo joined us in our first Leadership Chat Series - Mentoring Edition. We had **167** participants join the session.



FEBRUARY

iCARE™ hosted an AfroBeats dance class to honor of **Black History Month**, celebrating rhythm, movement and culture. Employees joined both in person and via zoom, the experience was filled with energy, connection and joy.



BankUnited was recognized at The Florida A&M University Heirs' Property Symposium for its collaboration with FAMU College of Law and its work addressing heirs' property issues in Eatonville.



MARCH

BankUnited celebrated **Women's History Month, Ramadan, St. Patrick's Day and World Down Syndrome Day!**



The Leadership Panel - ATOM Pink Tank Edition brought together **Cristy Frias, Jessica Sordo, Jackie Bravo, Kelly Taub & Sasha Carranza Morales** for an engaging discussion on leadership, career growth and financial empowerment.



**EMPOWERED
WOMEN
EMPOWER
WOMEN**

APRIL



Take Your Child to Work Day

90 kids joined us for Take Your Child to Work Day in the Miami Lakes and Melville Campuses



iCARE™ hosted an around the World Music Trivia Competition to celebrate **Diversity Month** and showed support for **Autism Acceptance Month** by wearing blue.



MAY

We celebrated **Asian American and Pacific Islander Heritage Month** with a virtual Origami Class!



Teams in Melville came together for luncheons featuring AAPI-inspired cuisine, allowing employees to connect and gain a deeper appreciation for the cultural significance behind the food.



iCARE™ hosted a refreshing boba experience for employees by supporting a local Asian American business **Nine Five Pho**.

MAY

In remembrance of **Memorial Day** various BankUnited locations participated in **Missing Man's table**. Representing absence, sacrifice, and remembrance. It reminds observers that freedom comes at a cost and that these service members are never forgotten.



iCARE™ hosted a **Memorial Day ceremony** for employees to pay respects to veterans hybrid and in Miami Lakes Corporate center. Army Captain Mateo Quintero joined BankUnited to speak on the significance of the day

JUNE



iCARE™ hosted a painting with pride session event with Painting with a Twist in our Miami Lakes Corporate Center to celebrate **Pride Month**.



Next Weekend Productions: "Reimagined: Juneteenth Unchained"

iCARE™ proudly sponsored their 4th annual Juneteenth event, celebrating freedom, culture, and community unity.



SEPTEMBER



iViva Samba!

iCARE™ hosted a samba class celebrated Brazilian culture through music, food, and dance, bringing employees together for a fun and energizing cultural experience.



Hispanic Leadership Panel

iCARE™ proudly hosted a Hispanic Leadership Panel celebrating leadership, culture, and community, bringing together inspiring leaders **Ernie Diaz, Cristina di Mauro, and Anabel Nemrow.**



SEPTEMBER



In celebration of **Latinx/ Hispanic Heritage Month**, iCARE™ brought BankUnited employees together with a hands-on ceviche cooking class at the 450 Park Avenue office and a community lunch in Melville and New Jersey.



OCTOBER



Disability Employment Awareness Month

In recognition of **Disability Employment Awareness Month**, iCARE™ brought together over **50** BankUnited employees to volunteer with **First Tee** in partnership with **Special Olympics**, supporting inclusion and community.

Italian American Heritage Month

iCARE™ observed Italian Heritage Month by offering Italian food and sweet treats.

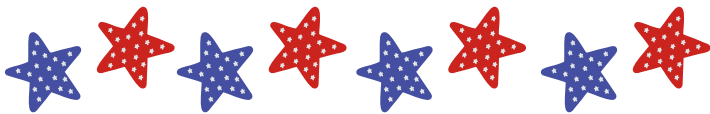


BankUnited employees came together to celebrate **Halloween** through festive fun and creative costumes.



NOVEMBER

iCARE™ celebrated **Veterans Day** by recognizing BankUnited Veterans with a special lunch & token of appreciation. iCARE™ also partnered with Believe With Me, an organization supporting Gold Star Families. BankUnited employees volunteered on Veterans Day weekend and helped package Christmas packages for kids around the country.



iCARE™ joined The Miami Foundation's largest annual initiative. Give Miami Day is an online fundraising event for over 1,300 nonprofits in Greater Miami. Together we donated to **38 organizations**.



NOVEMBER

Diwali

iCARE™ celebrated Diwali across offices with a catered lunch in Melville and a vibrant Miami Lakes celebration filled with music, food, and crafts.

Special thanks to **Sravanti Kunda** for thoughtfully organizing this beautiful celebration.



DECEMBER



Holiday Volunteering

iCARE™ partnered with Foster Love for a volunteering opportunity by decorating stockings that brought joy to children in foster care during the holiday season. We also put together gifts for volunteers serving meals for over 100 individuals at the Village Freedge. Together, we're making a difference one thoughtful gesture at a time.



Holiday Lunch & Treats

iCARE™ hosted a lunch in celebration of the holidays in Melville and a sweet treat in Miami Lakes.





Thank you to everyone who
contributed to making this year
a great success!

We look forward to what next
year will bring!