

2021 GRI CONTEXT INDEX



NUMBER	DISCLOSURE	LOCATIONS AND/OR EXPLANATIONS
GRI 1: FOUNDATION (2021)		
	Statement of use	Pacific Western Bank (the "Bank," the "Company" or "PWB") has reported in accordance with the GRI Standards for the period from January 1, 2021 to December 31, 2021.
GRI 2: GENERAL DISCLOSURES (2021)		
2-1	Organization details	Refer to: <ul style="list-style-type: none"> 2021 Annual Report on Form 10-K, Item 1. Business (starts on page 7) 2021 ESG Report, Pacific Western Bank Overview (page 5)
2-2	Entities included in the organization's sustainability reporting	
2-3	Reporting period, frequency and contact point	2021 ESG Report covers the period from January 1, 2021 to December 31, 2021. We publish our ESG Report annually. For questions regarding our ESG report, Contact Us on our website
2-4	Restatements of information	The Company has not been required to file restatement of information reported in our 2020 CSR Report
2-5	External assurance	2021 ESG Report has not been externally assured
2-6	Activities, value chain and other business relationships	Refer to: <ul style="list-style-type: none"> 2021 Annual Report on Form 10-K, Item 1. Business (starts on page 7) 2021 ESG Report throughout
2-7	Employees	Refer to: <ul style="list-style-type: none"> 2021 Annual Report on Form 10-K, Item 1. Business, Human Capital Management (page 18) 2022 Proxy Statement, Corporate Governance Matters: ESG Matters – Human Capital Management (page 24-25) 2021 ESG Report, Social Responsibility (page 7-13)
2-8	Workers who are not employees	
2-9	Governance structure and composition	Refer to the PACW Officers and Directors , Corporate Governance , Charter of the Compensation, Nominating and Governance Committees of the Boards of Directors on the Company's website
2-10	Nomination and selection of the highest governance body	
2-11	Chair of the highest governance body	Refer to: <ul style="list-style-type: none"> 2022 Proxy Statement, Our Directors (page 9-17) 2022 Proxy Statement, Corporate Governance Matters (page 18-29) 2021 ESG Report, Our ESG Executive Committee (page 4)
2-12	Role of the highest governance body in overseeing the management of impacts	
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	The ESG Committee is chaired by the SVP, Deputy Chief Risk Officer. The Committee assists in setting general strategy relating to ESG goals, developing, implementing and monitoring initiatives and policies to the meet the strategy, and the oversight of communications with employees, investors and stakeholders regarding ESG matters. The SVP, Deputy Chief Risk Officer, presents a periodic report to the Board of Directors CNG Committee summarizing matters reviewed and actions taken by the ESG Committee as well as progress in achieving ESG goals and objectives.
2-17	Collective knowledge of the highest governance body	
2-18	Evaluation of the performance of the highest governance body	
2-19	Remuneration policies	Refer to 2022 Proxy Statement, Compensation Discussion and Analysis, Compensation Committee Report and Executive Compensation Tables (page 31-57)
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	Refer to: <ul style="list-style-type: none"> 2022 Proxy Statement, Corporate Governance Matters - ESG Matters (page 23-25) 2021 ESG Report, A Message from Our CEO (page 6) 2021 ESG Report, throughout
2-23	Policy commitments	
2-24	Embedding policy commitments	

2-15	Conflicts of interest	Refer to the Code of Business Conduct and Ethics and Corporate Governance Guidelines on the Company's website
2-16	Communication of critical concerns	Also refer to 2021 ESG Report, Corporate Governance, Ethics and Risk Management: Ethics and Whistleblower Complaints (page 18)
2-25	Process to remediate negative impacts	
2-26	Mechanisms for seeking advice and raising concerns	
2-27	Compliance with laws and regulations	
2-28	Membership associations	The Company is a member of the American Bankers' Association Environment, Social, and Governance Working Group.
2-29	Approach to stakeholder engagement	The Company's stakeholders include those who impact or are impacted by PACW and its operations. These individuals and entities may be connected to and interested in the company from an employment, business, investment, regulatory, legal and/or reputational perspective. The Company engages with all stakeholders through different channels and with varying frequency. Refer to 2022 Proxy Statement, Proxy Statement Summary: Stockholder Outreach (page 7)
2-30	Collective bargaining agreements	None of the Company's employees are subject to collective bargaining agreements.
GRI 3: MATERIAL TOPICS (2021)		
3-1	Process to determine material topics	Refer to:
3-2	List of material topics	<ul style="list-style-type: none"> • 2022 Proxy Statement, Corporate Governance Matters - ESG Matters (page 23-25) • 2021 ESG Report throughout
3-3	Management of material topics	
GRI 201: ECONOMIC PERFORMANCE (2016)		
201-1	Direct economic value generated and distributed	Refer to 2021 Annual Report on Form 10-K, Item 8. Financial Statements and Supplementary Data (starts on page 95)
201-2	Financial implications and other risks and opportunities due to climate change	Refer to 2021 Annual Report on Form 10-K, Item 1A. Risk Factors (page 41-42)
201-3	Defined benefit plan obligations and other retirement plans	Refer to 2021 Annual Report on Form 10-K, Item 8. Financial Statements and Supplementary Data, Notes to the Financial Statements, Note 20. Benefit Plans (page 170)
201-4	Financial assistance received from government	PACW does not currently report this information.
GRI 202: MARKET PRESENCE (2016)		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	PACW does not currently report this information.
202-2	Proportion of senior management hired from the local community	
GRI 203: INDIRECT ECONOMIC IMPACTS (2016)		
203-1	Infrastructure investments and services supported	Refer to:
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> • 2021 ESG Report, Social Responsibility – Promoting Access to Capital: Supporting Business Owned or Led by Women and Minorities (page 9) • 2021 ESG Report, Social Responsibility – Promoting Social Impact Clients (page 9) • 2021 ESG Report, Community Reinvestment (page 14-17) • 2021 ESG Report, Environmental Sustainability – Green Investing and Lending (page 23-24)
GRI 204: PROCUREMENT PRACTICES (2016)		
204-1	Proportion of spending on local suppliers	PACW does not currently report this information.
GRI 205: ANTI-CORRUPTION (2016)		
205-1	Operations assessed for risks related to corruption	Refer to Code of Business Conduct and Ethics on the Company's website
205-2	Communication and training about anti-corruption policies and procedures	
205-3	Confirmed incidents of corruption and actions taken	Material events are disclosed in Note 14. Commitments and Contingencies footnote to the Consolidated Financial Statements contained in Item 8. Financial Statements and Supplementary Data in our 2021 Annual Report on Form 10-K (page 152-153)

GRI 206: ANTI-COMPETITIVE BEHAVIOR (2016)

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Material events are disclosed in Note 14. Commitments and Contingencies footnote to the Consolidated Financial Statements contained in Item 8. Financial Statements and Supplementary Data in our 2021 Annual Report on Form 10-K (page 152-153)
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GRI 301: MATERIALS (2016)

301-1	Materials used by weight or volume	PACW does not currently report this information.
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	

GRI 302: ENERGY (2016)

302-1	Energy consumption within the organization	PACW does not currently report this information.
302-2	Energy consumption outside of the organization	
302-3	Energy intensity	
302-4	Reduction of energy consumption	
302-5	Reductions in energy requirements of products and services	

GRI 303: WATER AND EFFLUENTS (2018)

303-1	Interactions with water as a shared resource	PACW does not currently report this information.
303-2	Management of water discharge-related impacts	
303-3	Water withdrawal	
303-4	Water discharge	
303-5	Water consumption	

GRI 304: BIODIVERSITY (2016)

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	PACW does not currently report this information.
304-2	Significant impacts of activities, products, and services on biodiversity	
304-3	Habitats protected or restored	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	

GRI 305: EMISSIONS (2016)

305-1	Direct (Scope 1) GHG emissions	PACW does not currently report this information.
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	
305-5	Reduction of GHG emissions	
305-6	Emissions of ozone-depleting substances (ODS)	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	

GRI 306: WASTE (2020)

306-1	Waste generation and significant waste-related impacts	PACW does not currently report this information.
306-2	Management of significant waste-related impacts	
306-3	Waste generated	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)

308-1	New suppliers that were screened using environmental criteria	PACW does not currently report this information.
308-2	Negative environmental impacts in the supply chain and actions taken	

GRI 401: EMPLOYMENT (2016)

401-1	New employee hires and employee turnover	Refer to 2021 ESG Report, Social Responsibility (page 7-13)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	Parental leave	

GRI 402: LABOR/MANAGEMENT RELATIONS (2016)

402-1	Minimum notice periods regarding operational changes	PACW does not currently report this information.
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

403-1	Occupational health and safety management system	PACW does not currently report this information.
403-2	Hazard identification, risk assessment, and incident investigation	
403-3	Occupational health services	
403-4	Worker participation, consultation, and communication on occupational health and safety	
403-5	Worker training on occupational health and safety	
403-6	Promotion of worker health	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8	Workers covered by an occupational health and safety management system	
403-9	Work-related injuries	
403-10	Work-related ill health	

GRI 404: TRAINING AND EDUCATION (2016)

404-1	Average hours of training per year per employee	Refer to 2021 ESG Report, Social Responsibility (page 7-13)
404-2	Programs for upgrading employee skills and transition assistance programs	
404-3	Percentage of employees receiving regular performance and career development reviews	

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)

405-1	Diversity of governance bodies and employees	Refer to: <ul style="list-style-type: none">• 2022 Proxy Statement, Our Directors – Board Diversity and Inclusion (page 16)• 2021 ESG Report, Social Responsibility (page 7-13)• 2021 ESG Report, Corporate Governance, Ethics and Risk Management (page 17-22)
405-2	Ratio of basic salary and remuneration of women to men	PACW does not currently report this information.

GRI 406: NON-DISCRIMINATION (2016)

406-1	Incidents of discrimination and corrective actions taken	Material events are disclosed in Note 14. Commitments and Contingencies footnote to the Consolidated Financial Statements contained in Item 8. Financial Statements and Supplementary Data in our 2021 Annual Report on Form 10-K (page 152-153)
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GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	PACW does not currently report this information.
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GRI 408: CHILD LABOR (2016)

408-1	Operations and suppliers at significant risk for incidents of child labor	PACW does not currently report this information.
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GRI 409: FORCED OR COMPULSORY LABOR (2016)

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	PACW does not currently report this information.
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GRI 410: SECURITY PRACTICES (2016)		
410-1	Security personnel trained in human rights policies or procedures	PACW does not currently report this information.
GRI 411: RIGHTS OF INDIGENOUS PEOPLE (2016)		
411-1	Incidents of violations involving rights of indigenous peoples	PACW does not currently report this information.
GRI 413: LOCAL COMMUNITIES (2016)		
413-1	Operations with local community engagement, impact assessments, and development programs	Refer to CRA Community Benefit Plan 2021-2023 on the Company's website Also refer to 2021 ESG Report, Community Reinvestment (page 14-17)
413-2	Operations with significant actual and potential negative impacts on local communities	As part of our lending practices, the Company has established policies and procedures for acquiring other real estate that mitigate the impact the foreclosure process has on the surrounding properties and local communities.
GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)		
414-1	New suppliers that were screened using social criteria	PACW does not currently report this information.
414-2	Negative social impacts in the supply chain and actions taken	
GRI 415: PUBLIC POLICY (2016)		
415-1	Political contributions	PACW does not currently report this information.
GRI 417: MARKETING AND LABELING (2016)		
417-1	Requirements for product and service information and labeling	All of the Company's products and services are reviewed for compliance with applicable laws and regulations, including fair lending and anti-discrimination laws. Also refer to 2021 10-K, Item 1. Business, Supervision and Regulations (starts on page 21)
417-2	Incidents of non-compliance concerning product and service information and labeling	Material events are disclosed in Note 14. Commitments and Contingencies footnote to the Consolidated Financial Statements contained in Item 8. Financial Statements and Supplementary Data in our 2021 Annual Report on Form 10-K (page 152-153)
417-3	Incidents of non-compliance concerning marketing communications	
GRI 418: CUSTOMER PRIVACY (2016)		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Material events are disclosed in Note 14. Commitments and Contingencies footnote to the Consolidated Financial Statements contained in Item 8. Financial Statements and Supplementary Data in our 2021 Annual Report on Form 10-K (page 152-153)