

2020

# SOCIAL RESPONSIBILITY HIGHLIGHTS

## COMMUNITY REINVESTMENT<sup>1</sup>

**2,956**

Total employee volunteer hours

**\$3.5M**

Charitable giving to non-profits benefiting low-to-moderate-income individuals, communities or small businesses

**\$664M**

Community Development Investments (portfolio balance)

**OUTSTANDING**

Current Community Reinvestment Act Rating

**63%**

Percent of loans originated to small businesses with loan amounts of \$100,000 or less

**24%**

Percent of total loans \$1 million or less originated to small businesses in low- to moderate-income communities

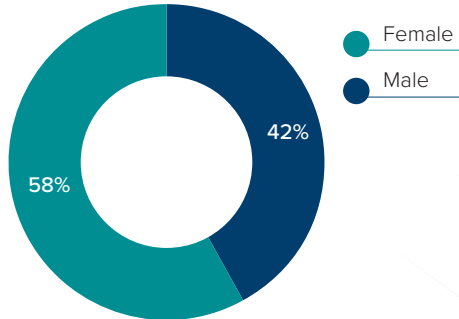
**\$669M**

Community development lending benefiting low-or moderate-income individuals, communities or small businesses

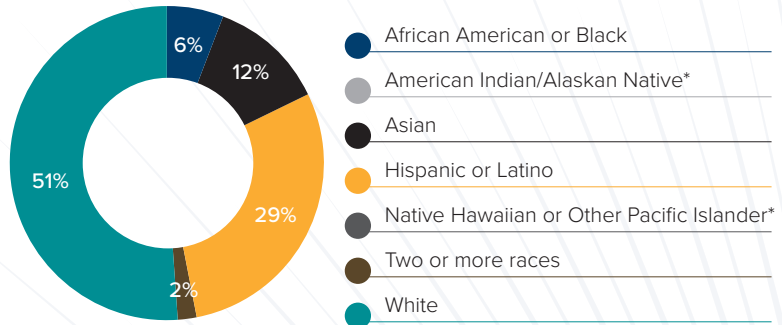
<sup>1</sup>Amounts are as of or for the year ended December 31, 2020.

## DIVERSITY & INCLUSION<sup>2</sup>

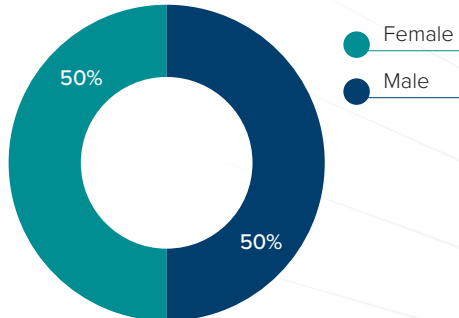
### All Staff Gender



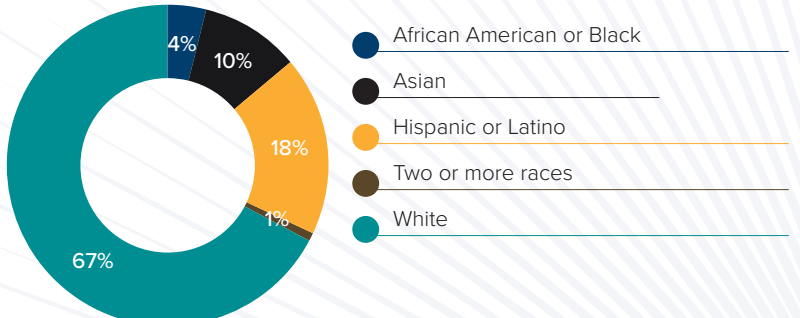
### All Staff Race



### Executive/Senior-Level/First/Mid-Level Officials & Managers Gender



### Executive/Senior-Level/First/Mid-Level Officials & Managers Race



\*Representation <1%

<sup>2</sup>As of December 31, 2020. Executive/Senior-Level/First/Mid-Level Officials & Managers as defined by the Equal Employment Opportunity Commission (EEOC).



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Pacific Western Bank is an equal opportunity lender. This is not a commitment to lend. All offers of credit are subject to credit approval.

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## SUSTAINABILITY

- We take precautions that protect personal and business customer information as well as adhere to policies designed to prevent fraud and ensure cybersecurity.
- Our efforts to reduce our impact on the environment include:



We reward public transit by offering reimbursement up to the IRS limit to employees that use public transportation (bus, train, vanpool, etc.) to commute to work. In 2020, approximately 8% of our employees participated in our commuter benefits program.



In 2020, we recycled over 390 tons of paper through our company-wide secure shredding and recycling program. These efforts saved the equivalent of 6,551 trees and over 1,952 cubic yards of landfill space.



Our goal is to reduce paper usage and waste by increasing the number of customers who receive electronic statements. At the end of 2020, approximately 43,400 customer accounts, or 42%, were receiving electronic statements.

## CORPORATE GOVERNANCE



We believe effective corporate governance is key to sustaining our success, and the Company's Code of Business Ethics and Conduct sets forth the rules of employee and director conduct.

The Company's robust and effective governance framework and practices support ethical conduct, sound decision-making and ensure compliance with laws and regulations.

Below are highlights of our robust governance framework and corporate governance and compensation best practices:

- Annual "say-on-pay" stockholder vote
- Annual election of all directors
- Majority vote standard in uncontested director elections
- Independent Lead Director
- Majority of independent directors
- Key board committees chaired by independent directors
- Annual Board review of senior management succession plans
- Stock ownership guidelines for all executive officers and directors
- Clawback provisions for executive incentive compensation
- Company-wide whistleblower program and ethics hotline

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