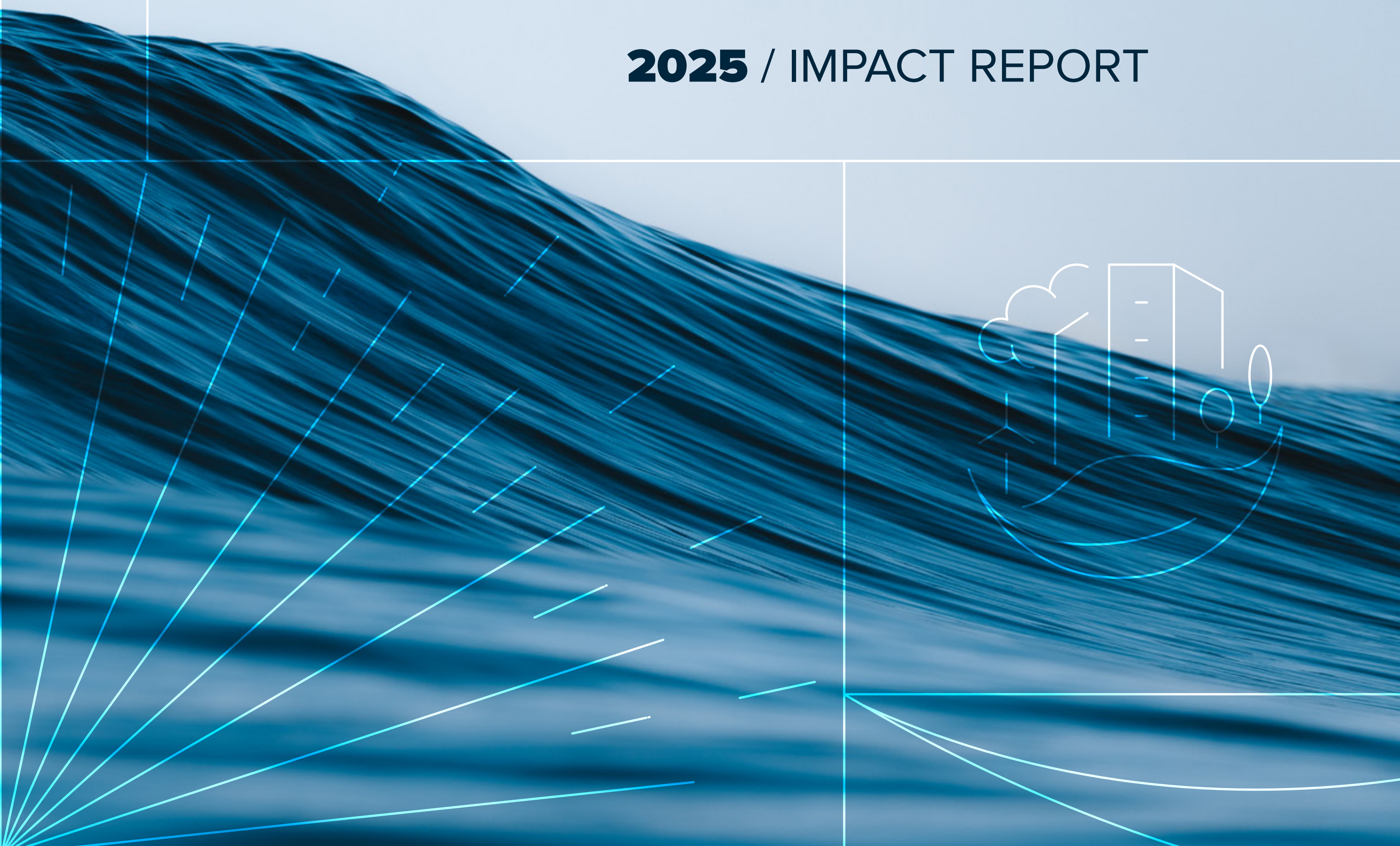
BANC OF CALIFORNIA

2025 / IMPACT REPORT



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BANC OF CALIFORNIA
ESG

We are the third-largest bank headquartered in California, with close to 2,000 colleagues and over $34 billion in assets. We have nearly 80 full-service branches located throughout California and in Denver, Colorado, and Durham, North Carolina, as well as regional offices nationwide.

Our scale, financial strength and long-standing presence allow us to support clients with consistency, responsiveness and care.

At Banc of California, our impact is shaped by how we serve clients, operate our business and engage with our communities. As one of the nation’s premier relationship-based business banks, we are guided by trust, disciplined execution and a long-term perspective. Our success is closely connected to the strength of our clients, the well-being of our team members, and the resilience of the communities where we live and work.

This report shows how this perspective informs our governance, risk management, and sustainable practices, investment in our communities and investment in our teams. Together, these efforts reflect our commitment to responsible banking and achieving sustainable results.

ABOUT THE IMPACT REPORT

This report has been prepared according to the Sustainability Accounting Standards Board (SASB) Commercial Banks sector standard, provided in the appendix. The information provided herein is intended to complement our annual report on Form 10-K and our 2026 Proxy Statement.

2025 Banc of California Highlights

Human Capital Highlights:

1,900
Team Members

% Female: 57%

% Diverse: 58%

3,740
CRA service hours

19,132 **training hours**
covering compliance, ethics and banking regulations

150
promotions with **101 VP+ promotions**

13
Circle of Excellence Award winners

Community Impact Highlights:

Outstanding Community Reinvestment Act (CRA) Rating

$1.6 billion
in community development lending, benefiting low- or moderate income individuals, communities, or small businesses

$4.1 billion
three year community benefit plan covering 2024 2026

Supported over 300 organizations through the Banc of California Charitable Foundation, totaling

$4 million in grants

Supported 55 venture banking companies, totaling:

$883 million
supporting clients with primary concentrations furthering the following U.N. Sustainable Development Goals:

- **Goal 3 –** Good Health and Well Being
- **Goal 4 –** Quality Education
- **Goal 7 –** Affordable and Clean Energy
- **Goal 9 –** Industry, Innovation and Infrastructure
- **Goal 11 –** Sustainable Cities and Communities
- **Goal 12 –** Responsible Consumption and Production
- **Goal 13 –** Climate Action

Environmental Highlights:

Amount of paper shredded/recycled at Banc of California was **320 metric tons**, which is equivalent to 8,512 trees preserved, 13,128 kg of solid waste avoided, and 376 gas powered cars off the road per year (source: Iron Mountain, metrics from Environmental Paper Methodology, science based and peer reviewed)

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15 LEED-certified locations

constructed with a focus on sustainability (energy savings, water efficiency, better air quality and reduced carbon emissions)

Nearly

40,000

total pounds

of electronic waste (e waste) recycled

Financed $20 million

to enable continued investment in essential water and wastewater infrastructure in Hi Desert Water District (one of California's most climate sensitive regions)

$1 million in wildfire relief and recovery efforts in our California communities

$1 million committed to the city of Los Angeles to launch Steadfast LA's **Small Business Initiative**

Financed **$62 million** in sustainable affordable housing through construction of green building standards and three LEED certified multifamily developments

Values-Based Framework for Sustainable Success

Creating Results That Endure

At Banc of California, we believe that staying true to our values — putting people first, doing what is right, and serving our clients and our community — is the key to our continued success.

These values shape how we serve and partner with our clients and treat one another. Our principles guide our business strategy, driving innovation and responsible growth to positively impact our stakeholders, including team members, clients, investors and communities.

We strive to achieve long-term value for our stakeholders, and we work to continuously improve our ability to manage risk, seize opportunities and contribute positively to our communities. We believe that our sustainability priorities are deeply aligned with and in furtherance of the long-term success of our company.

Our Sustainability Pillars

1. Ethical Governance:

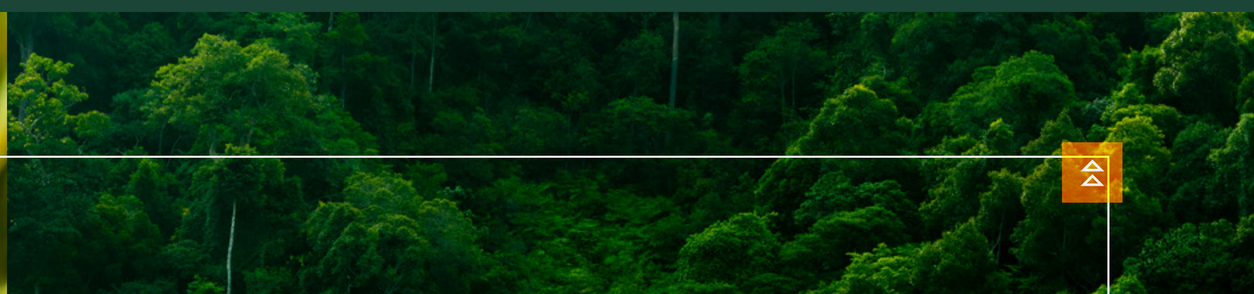
Banc of California upholds the highest ethical and corporate governance practices. We strive to cultivate transparency, integrity and accountability in our business practices. Upholding regulatory compliance and prudent industry practices is foundational to our governance framework and rooted in our culture of ethics and responsible decision-making.

2. Sustainable Practices:

We strive to implement sustainable practices in our operations, which include reducing energy consumption, optimizing resource utilization, managing waste, and addressing climate risks and opportunities. Through these efforts, we aim to preserve our communities for future generations and ensure transparency in our disclosures to support California's climate and regulatory requirements.

3. Community Impact (Internal and External):

We are committed to making a positive impact and fostering sustainable growth in the communities we serve. Our efforts include working with local organizations to provide affordable housing solutions, scholarships and educational resources, as well as promoting financial literacy and investing in community development projects that enhance the quality of life in our communities.



Sustainability Matters Materiality Assessment

Our sustainability strategy focuses on non-financial areas that are important to our business and that are aligned with the interests and expectations of our stakeholders. Our sustainability materiality assessment, conducted in partnership with an independent firm, incorporated input from internal and external stakeholders as well as a comprehensive review of relevant research, industry standards and applicable state law.

Using a single materiality lens, we identified the sustainability matters most closely associated with potential impacts on our financial performance. Through this process, the following topics were identified as sustainability-related metrics relevant to the company:

SUSTAINABILITY TOPICS

- Enterprise Risk Management
- Corporate Governance / Business Ethics
- Community Development and Reinvestment
- Fair Lending and Responsible Banking
- Data Privacy and Information Security
- Climate Risk and Opportunity / Carbon Footprint
- Talent Management, Engagement and Development
- Technology and Innovation
- Health and Well-Being

Ethical Governance — A Solid Foundation

Board Composition

Our board is composed of directors who contribute diverse perspectives and institutional knowledge in support of the company’s evolving needs.

Evaluating the Board’s Effectiveness

The board and its committees (Audit, Compensation, Nominating and Corporate Governance, Finance and Risk) conduct annual assessments aimed at enhancing their effectiveness. As part of the self assessment process, members of the board participate in a peer evaluation process of their fellow directors and provide comments on their own skills and qualifications. The CNG Committee and Board then meet to discuss the results of the self assessments. The graphic below illustrates the composition of our board as of our 2026 Proxy Statement.

DIRECTOR TENURE

DIRECTORS ARE INDEPENDENT

9 OUT OF 10

DIRECTOR GENDER

40% WOMEN

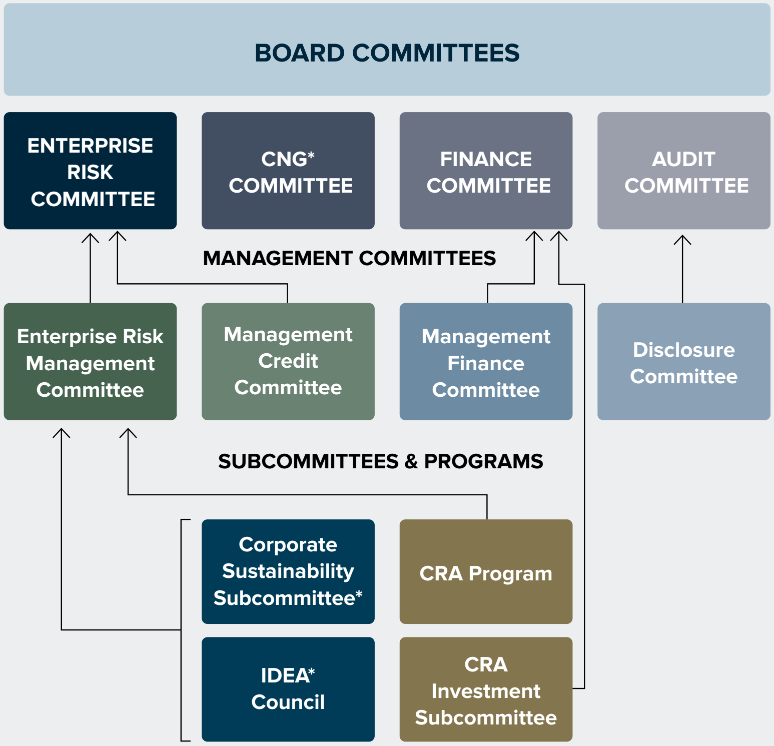
AVERAGE DIRECTOR TENURE

5.2 YEARS

Governance and Oversight

Our corporate governance framework is designed to support compliance with applicable federal and state laws and regulations. Our board has the ultimate responsibility for the oversight of risks and opportunities that impact our business.

The Compensation, Nominating and Corporate Governance Committee (CNG Committee) provides primary oversight of our sustainability strategy and initiatives. Our Corporate Sustainability Subcommittee is composed of leaders representing a broad cross section of our business, including risk, finance, legal, credit, facilities, marketing and communications, and investor relations.



*Both the Corporate Sustainability Subcommittee and IDEA Council are aligned under the Enterprise Risk Management Committee and have a reporting line to the Board's CNG Committee.

Board of Directors

The Board of Directors oversees the bank's strategic plans, corporate governance and risk management policies. The board works closely with various board-level and management committees that have sustainability-related responsibilities, including the following.

CNG Committee
Oversees executive compensation programs and policies, director nominations, and corporate governance guidelines, including primary oversight of our sustainability program and human capital management, which includes corporate culture and talent management.

Audit Committee
Oversees and monitors internal controls for accounting and financial reporting processes of the company, the audits of the company's financial statements, and the effectiveness of internal controls, including matters relating to the Code of Business Conduct and Ethics and the Whistleblower Policy.

Finance Committee
Assists the board in its monitoring and oversight of the company's strategic initiatives, asset and liability strategies, liquidity, capital planning and management, budgeting, and compliance with applicable regulatory and reporting requirements.

Enterprise Risk Management Committee
Oversees risk management activities, including the Enterprise Risk Management framework and policies and practices associated with key risks, including systemic risk, business continuity, information security, data management and privacy.

Corporate Sustainability Subcommittee
Develops and drives the implementation of sustainability initiatives and strategic priorities to comply with applicable law, including California law.

IDEA Council
Aims to ensure that our workforce represents the communities we serve and fosters a culture of inclusion for team members across our business operations.

CRA Investment Subcommittee
Reviews Community Reinvestment Act (CRA) investment activities to monitor goals and performance.

Stakeholder Engagement

Our goal is to manage our business responsibly in alignment with safe and sound banking practices. We view our engagement with both internal and external stakeholders as an ongoing process and journey. We actively participate in industry and trade association working groups, roundtable discussions, conferences and community meetings. We further seek team member input through quarterly town halls that address live questions from colleagues, post–town hall surveys, an annual employee engagement survey and our new colleague feedback program, Better Banc. Since the Better Banc launch in September 2024, we have received more than 575 suggestions from team members whose helpful and innovative ideas have resulted in nearly 100 completed enhancements, making Banc of California a stronger team and better bank for our customers and entire community.

Voice of the Client (VOC)

Clients are among our most important stakeholders, and we actively seek and value their feedback. Team members across the organization capture client compliments, concerns and suggestions and submit them through our VOC process. The VOC program has been instrumental in addressing feedback, identifying emerging trends and pinpointing areas for improvement to enhance the client experience.

Data Privacy and Information Security

We protect our and our clients' data through a comprehensive approach that includes privacy, information security and cybersecurity measures. We are committed to safeguarding and maintaining the confidentiality of sensitive client information. We maintain a detailed privacy policy, with procedures and controls that outline how the company collects, shares and protects personal information. We use security measures that comply with federal law and establish measures that go beyond standard legal requirements.

Cybersecurity is a critical component of our overall risk management strategy. Our comprehensive cybersecurity strategy safeguards the company and our clients against fraud and other malicious activity. We continuously update our security program to address emerging threats, and all team members undergo annual training to comply with industry standards and regulations. In addition, employees receive periodic alerts and notices designed to reinforce awareness of common scams and emerging fraud risks. We monitor third-party compliance with our security standards and maintain appropriate cyber and other insurance policies to mitigate potential threats and losses.

Code of Business Conduct and Ethics

We uphold the highest standards of ethical conduct. Our Code of Business Conduct and Ethics applies to everyone from our board of directors to entry-level team members. The code addresses the following areas:

- Conflicts of interest
- Protection of confidential company and client information
- Corporate opportunities
- Whistleblower protections
- Compliance with laws, rules and regulations, including insider trading
- Gifts and fees

In 2025, team members completed 44,272 courses, totaling 19,132 hours of training covering compliance, ethics and banking regulations.

Whistleblower Policy

Our Whistleblower Policy reflects Banc of California's commitment to ethical conduct, accountability, and compliance with applicable laws, regulations and internal policies, including the principles outlined in our Code of Business Conduct and Ethics. The policy is intended to support the timely identification and escalation of potential concerns related to legal, regulatory or ethical matters. Team members are provided with access to established reporting channels designed to allow concerns to be raised confidentially and, where permitted by law, anonymously. These mechanisms are intended to support transparency and responsible escalation while reinforcing the company's expectation that matters of concern are reported in good faith.

Awareness of the whistleblower reporting framework is reinforced through periodic executive communications, and team members are required to review the Code of Business Conduct and Ethics annually as part of mandatory training and certification processes. The company's approach is designed to promote a culture in which ethical behavior and compliance are understood as shared responsibilities across the organization.

Risk Management

Robust risk management is critical to our success. The board, as a whole and through its standing committees, collaborates with the executive team to oversee the bank's enterprise risk management framework. The framework incorporates governance and preparedness in areas material to our business operations and financial results, including systemic risk management, business continuity, cybersecurity and other risks.

All board committees address risks directly with management and may elevate a risk for consideration by the full board. The board encourages members to attend all committee meetings so they will become familiar with a wide range of matters and will be able to oversee risk through a more complete picture of the bank. The bank deploys the Three Lines of Defense governance framework, reflected in the graphic below.

We maintain an independent audit function led by the Chief Internal Audit Officer reporting directly to the board's Audit Committee. The bank's risk framework is designed to document and support deliberate and appropriate risk-taking across the bank, and it includes a risk appetite statement, qualitative risk statements for each risk category, quantitative metrics supporting each risk category, and a defined governance process for monitoring and reporting. Our risk appetite is a quantitative and qualitative expression of the level of risk we are willing to accept to achieve our business objectives.

During 2025, the board and each of its committees received reports from executive management and team members who oversee the day-to-day risk management of the most critical strategic issues and risks facing the bank. All of these committees and the board receive reports from the Chief Executive Officer, Chief Financial Officer, Chief Risk Officer, Chief Credit Officer, Chief Compliance Officer, General Counsel, Chief People Officer, Chief Information Security Officer, Chief Internal Audit Officer, independent auditors, third-party advisors and other executive management regarding compliance with applicable laws and regulations, risk-related policies, procedures and limits to evaluate the effectiveness of the bank's risk controls.

Forward Focus

As the risk landscape continues to evolve, the board and management monitor emerging issues that may affect our company, including regulatory developments, cybersecurity, technology-related risks, third-party dependencies, operational resiliency, and broader economic and market conditions.

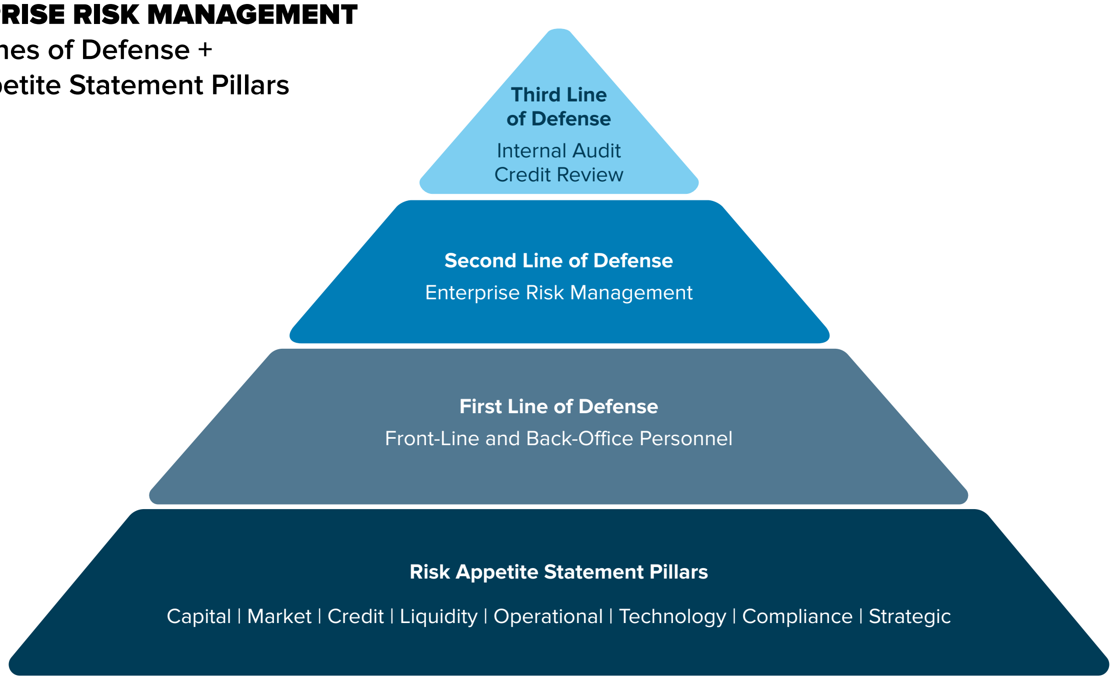
Anti-Corruption and Anti-Money Laundering

U.S. anti-money laundering (AML) and anti-terrorism requirements, including those set forth in the Bank Secrecy Act (BSA) and by the Office of Foreign Assets Control, are important parts of our risk management strategy. We maintain robust policies and procedures on anti-corruption and AML. Our BSA and AML policies prohibit the bank from conducting business with anyone engaged in any form of illicit activity, and they are designed to prevent the bank from being used as an intermediary to facilitate financial crimes.

Business Continuity and Disaster Recovery

Our business continuity program ensures that plans are in place to maintain and recover critical business operations when an incident occurs. Incidents may include power outages, inclement weather, natural disasters, technology and vendor outages, cyber incidents, pandemics, and civil unrest. Our plans are tested regularly, and they encompass life safety, technology and business process recovery, incident management, and crisis communications.

ENTERPRISE RISK MANAGEMENT
Three Lines of Defense +
Risk Appetite Statement Pillars



Sustainable Practices—Supporting a Resilient Future

Supporting Communities Affected by the 2025 Wildfires

As wildfires affected large parts of Southern California in 2025, Banc of California focused its response on immediate relief, longer-term recovery and economic stabilization within impacted communities.

Wildfire Relief & Recovery Fund

We launched a **Wildfire Relief & Recovery Fund** and seeded it with $1 million to support urgent humanitarian needs as well as longer-term rebuilding efforts. The fund was designed to complement public and nonprofit disaster-response efforts while enabling targeted support where needs were greatest. Colleague donations were matched, and we encouraged public contributions. Through the fund, Banc of California provided support to nonprofit partners engaged in relief and rebuilding activities, including contributions to organizations focused on emergency response and the restoration of community spaces.

Supporting Small Business Recovery

Recognizing the essential role that small businesses play in communities, Banc of California focused part of its wildfire response on helping independently owned businesses affected by the 2025 Southern California fires. In partnership with the nonprofit **Steadfast LA**, the bank contributed **$1 million from its Wildfire Relief & Recovery Fund to launch Steadfast LA's Small Business Initiative**. This initiative provided eligible small businesses in hard-hit areas — including **Altadena, Malibu and the Pacific Palisades — with direct grants of up to $50,000** to support stabilization, reopening and recovery efforts.

The initiative focused on businesses such as retailers, restaurants, pharmacies and other essential community services that experienced property damage, operational disruption or significant revenue loss following the fires. Grants were administered by an independent third party to help ensure funds were directed efficiently and equitably.

In addition to Steadfast LA, Banc of California supported broader small business recovery efforts through regional partners, contributing funding to initiatives designed to help businesses resume operations and maintain employment during the recovery period. In recognition of this work, Banc of California received the **"Business Angel of the Year" award** from the Los Angeles Business Journal for its partnership with Steadfast LA and support of wildfire-impacted small businesses.

Financing Environmental and Climate-Resilient Solutions

Beyond our own operations, Banc of California seeks to support environmental progress and community resilience through core banking activities.

Water stewardship and climate-resilient infrastructure

In 2025, Banc of California provided $20 million in financing to support the Hi-Desert Water District, enabling continued investment in essential water and wastewater infrastructure in one of California's most climate-sensitive regions. The financing supported the multi-phase construction of a sewer and water reclamation system designed to protect groundwater resources and support long-term water quality and regulatory compliance.

Sustainable Affordable Housing

Banc of California supported environmentally sustainable affordable housing through construction financing for three LEED-certified multifamily developments utilizing Low Income Housing Tax Credits. Collectively, these projects represented approximately $62 million in committed construction financing and reflect the bank's role in supporting housing that incorporates green building standards while expanding access to affordable housing in the communities we serve.

By helping bridge construction timelines as state grant funding advanced, the financing allowed critical infrastructure improvements to proceed without disruption, underscoring the role of relationship-based banking in supporting climate-adaptive infrastructure and long-term community resilience.

Managing Our Operational Footprint and Environmental Data Readiness

As a financial institution, Banc of California seeks to incorporate environmental considerations into our operations and financing activities in a manner aligned with our risk management framework, community needs and evolving regulatory expectations.

Operational Resource Management

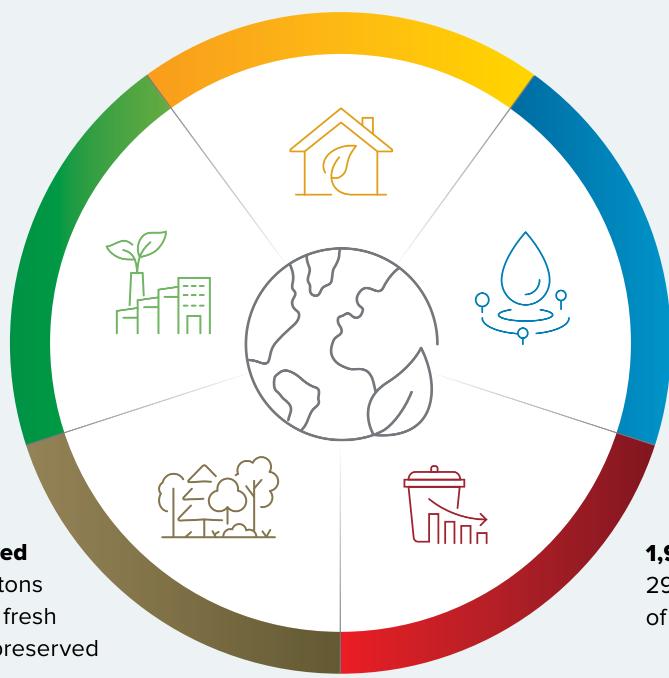
Our approach to managing our operational footprint is organized around four core focus areas: energy conservation, water conservation, waste reduction and sustainable transportation, with an emphasis on practical improvement.

- **Energy conservation:** Where feasible, we incorporate energy-efficient technologies and designs into facility renovations, including HVAC improvements and lighting-efficiency measures. Banc of California also participates in the LEED building certification program, with 15 bank locations situated in LEED-certified buildings. In addition, our largest office location — 3 MacArthur Place in Santa Ana — is an ENERGY STAR-certified building. ENERGY STAR-certified buildings are recognized by the U.S. Environmental Protection Agency for meeting strict energy performance standards and generate fewer greenhouse gas emissions.
- **Water conservation:** We consider water efficiency in facilities planning, such as the use of low-flow fixtures and water-efficient landscaping when appropriate.
- **Waste reduction:** We seek to reduce paper usage where feasible, support recycling programs and consider recognized sustainability standards when making purchasing decisions.
- **Sustainable transportation:** We encourage practices that may help reduce emissions associated with colleague commuting and business travel and consideration of alternative transportation options where available.

In partnership with **Iron Mountain**, Banc of California securely shredded and recycled **321.75 metric tons of paper in 2025**. All shredded paper is recycled into new paper products, supporting landfill diversion and helping reduce the environmental impacts associated with virgin paper production. The figures below show the positive impact of our secure shredding program.

ENERGY

4,265 Residential Refrigerators Operated per Year
1,049,858.87 kWh / 3,583,136,058.10 BTUs of energy saved



GREENHOUSE GASES

376 Gas-Powered Cars Off the Road per Year,
1,670.54 MTCO2 avoided

WATER

13,478 Bathtubs of Water Preserved
679,566.88 gallons / 2,572,440.47 liters of water preserved

WOOD

8,512 Trees Preserved
1,418.72 fresh green tons preserved / 1,287.05 fresh green metric tonne preserved

SOLID WASTE

1,938 Trash Bags Avoided
29,083.76 lbs / 13,127.82 kg of solid waste avoided

Source: Iron Mountain 2025 Green Report for Banc of California.

Strengthening Greenhouse Gas (GHG) Data Capabilities

In 2025, Banc of California inventoried Scope 1 and Scope 2 GHG emissions using methodologies aligned with the Greenhouse Gas Protocol, and those efforts were supported by a third-party energy advisory service and carbon accounting firm. Scope 3 emissions for financial institutions are methodologically complex and continue to evolve. The bank continues to monitor regulatory developments and industry practices related to Scope 3 reporting and will evaluate additional disclosures as legal and regulatory requirements and methodologies become more clearly defined.

Responsible Electronics and Data Stewardship

Banc of California incorporates responsible electronic management practices into its operations to support data security, environmental stewardship and community engagement. Where appropriate, IT equipment is redeployed or donated to schools and charitable organizations, extending the useful life of technology and supporting local communities.

When electronic equipment reaches end of life, the bank follows processes designed to support responsible disposal and data protection. Data contained on retired devices is cleared or destroyed in accordance with the NIST Special Publication 800-88 Revision 1, Guidelines for Media Sanitization, which exceeds regulatory requirements and is widely recognized as best practice for secure data sanitization.

Supply Chain Engagement and Local Sourcing

Banc of California recognizes the role of its supply chain in supporting resilient local economies and small business growth. The bank's supplier framework encourages engagement with small and local businesses, reflecting our broader commitment to community development.

Through procurement practices that consider supplier size and local presence, the bank seeks to support small businesses across its supply chain while maintaining appropriate controls, governance and operational standards.

Looking Ahead

As environmental and climate-related expectations continue to evolve, Banc of California will continue to evaluate opportunities to strengthen operational practices, enhance environmental data capabilities and support resilience through responsible financing activities. Our approach remains grounded in thoughtful risk management, community partnership, and responsiveness to changing environmental and regulatory conditions.

Community Impact—Expanding Opportunity

Banc of California is committed to expanding opportunity where it matters most. Through financing for affordable housing, access to capital for entrepreneurs and venture-backed companies, and targeted support for small businesses — including activities aligned with our three-year, $4.1 billion Community Benefit Plan — we help strengthen the economic fabric of the communities we serve.

This work is complemented by team member volunteerism and philanthropic giving that support local nonprofits, community development organizations and families in need. Together, these efforts promote economic mobility, foster resilient communities and support long-term, inclusive growth.

Fair Lending and Responsible Banking

Fair lending and responsible banking practices are embedded within the bank's governance and compliance framework. The bank maintains policies, training programs and monitoring activities designed to support compliance with applicable fair lending laws and regulations. Oversight is provided through established risk management and compliance functions, with escalation to senior management and the board, as appropriate.

Community Reinvestment Act (CRA) Performance 2025 Highlights

Our community engagement efforts reflect an integrated approach to reinvestment — one that brings together lending, philanthropy and team member engagement to address priority needs across the communities we serve. In 2025, this approach continued to support affordable housing, homelessness prevention, disaster recovery, small business growth, workforce development and financial education while strengthening the capacity of community-based organizations serving low- and moderate-income individuals and communities.

These collective efforts were recognized by regulators with an **Outstanding CRA rating**, affirming the strength, responsiveness and impact of our program. During the year, the bank supported **$1.6 billion in community development lending**, benefiting individuals, neighborhoods and small businesses across our footprint.

Team member engagement remains a meaningful component of our community impact. Colleagues contributed **3,740 volunteer service hours** in support of CRA-eligible activities, partnering with **194 nonprofit and community organizations** to advance housing stability, community development initiatives, financial education and direct services for vulnerable populations. Through sustained involvement, our team members help extend the reach and effectiveness of our community partners.

Philanthropic giving further amplified these efforts. In 2025, the bank provided **$4 million in grants to 330 nonprofit organizations**, aligning charitable contributions with CRA priorities and community needs. The bank directed over **$1 million to a dedicated wildfire relief fund**, supporting recovery and rebuilding efforts in disaster-impacted areas, and has committed **$1 million in support of the city of Los Angeles contract financing program for small business owners**.

Strong partnerships underpin our approach. By working closely with nonprofit organizations, community development partners and public sector stakeholders, we aim to ensure our activities are locally informed and coordinated for long term impact. Aligning community development financing, philanthropic capital and volunteer engagement enhances the sustainability of the organizations and communities we serve.

Workforce Development and Community Resilience

Hope Builders

Hope Builders strengthens economic resilience in Orange County through workforce readiness programming for more than 200 young adults each year. The organization provides life skills development, mentorship and job training intended to foster long-term self-sufficiency and successful entry into the workforce. In 2025, Banc of California team members volunteered **135 hours** in support of Hope Builders' programming. Volunteers conducted mock interviews and reviewed an average of **17 to 20 trainee resumes per session**. Through individualized feedback and simulated interview experiences, volunteers helped participants strengthen communication skills, build confidence and prepare for active job searches. These engagements supported Hope Builders' broader mission to promote economic stability and career resilience among young adults.

Financial Literacy and Early Economic Empowerment

Junior Achievement of Orange County

Junior Achievement of Orange County builds financial literacy and entrepreneurialism through hands-on, experiential learning. Its JA in a Day program teaches elementary school students how communities function and how economic decisions shape outcomes. In 2025, Banc of California team members dedicated **110 volunteer hours** to JA in a Day events across Orange County. Volunteers were embedded directly into classrooms, using structured lesson kits to deliver **five age-appropriate lessons** that introduced students to concepts such as profit, loss and business decision-making. By supporting early financial education, our volunteers helped foster economic awareness and confidence among students and reinforced the bank's commitment to long-term community investment.

Building Financial Capability and Shared Purpose

Groundswell

Groundswell strengthens financial capability and advances economic resilience in the communities we serve. Through hands-on programming and direct engagement, the organization focuses on meeting participants where they are, supporting practical skill building, confidence and pathways toward financial stability.

A core component of this partnership is the **Walking in My Shoes** program, which deepens understanding of the complex challenges individuals may face as they navigate financial systems, employment barriers and reentry into society. Through facilitated dialogue and experiential learning, colleagues gain insight into lived experiences that reinforce the importance of empathy, trust and dignity in effective community development.

Team member participation in Groundswell programs is consistently described as meaningful for both the communities served and colleagues' own professional development. Participants report gaining perspective, strengthening leadership and listening skills, and developing a deeper appreciation for the role financial institutions play in advancing inclusive opportunity.

Through ongoing engagement with organizations like Groundswell and programs such as Walking in My Shoes, the bank seeks to support initiatives that align community impact with colleague development, reinforcing a culture grounded in service, learning and responsibility.

As one Banc of California team member reflected:

"My work with Groundswell goes beyond any obligation to help the bank with our Community Reinvestment efforts. Working with Groundswell has genuinely changed my life, and I feel that I have developed into a better person as a result of my association with the organization. The work isn't always easy, but the people I've had the privilege to work alongside constantly renew my belief that we're contributing to a better society."

— Bradley Pray, CRCM
FVP, Compliance Officer

GROUNDSWELL
The new name of OC Human Relations Council.

Advancing Affordable Housing Where It's Needed Most

In 2025, our affordable housing efforts paired scale with purpose, deploying capital to communities facing sustained housing shortages while advancing innovative delivery approaches. During the year, the bank originated $465 million in debt financing across 13 affordable housing developments, supporting the creation and preservation of 1,049 homes for seniors, veterans, unhoused individuals and families across communities nationwide.

The majority of these financings — 11 projects in California and two in Colorado — were concentrated in markets experiencing affordability pressures. Collectively, the portfolio reflects a strong emphasis on serving populations with specialized needs and strengthening resilience in vulnerable communities.

Several developments incorporated intentional design and delivery features to address urgent housing challenges. Five projects supported individuals experiencing homelessness, integrating supportive services that extend beyond housing to promote stability, health and positive longer-term outcomes. In addition, three developments utilized modular construction, reflecting a continued focus on efficiency, cost containment and accelerated delivery of affordable housing.

Together, these investments underscore our approach to pairing capital with impact — supporting resilient communities, addressing critical housing needs and expanding access to safe, affordable homes.

2025 Community Investment Spotlights

E Street Veterans Apartments — San Bernardino, California

The bank provided **$15.7 million in construction financing** in partnership with U.S.VETS Inland Empire to support the development of E Street Veterans Apartments, a 30-unit affordable housing community located in San Bernardino, California. Financed through the Low Income Housing Tax Credits program, the development serves veterans experiencing housing insecurity. Homes are paired with supportive services, including case management, counseling, health and wellness resources, and programs designed to promote economic stability and community integration.

Cape Cod Apartments — Paradise, California

Rebuilding After Wildfire

Following the 2018 Camp Fire, which destroyed much of Paradise's housing stock and displaced thousands of residents, Banc of California provided approximately **$19.25 million in construction financing** to support the development of Cape Cod Apartments, a 48-unit affordable housing community.

Developed in partnership with Zen Development Consultants LLC and Kingdom Development Inc., a California-based nonprofit public benefit corporation, the project will serve households earning **30% to 60% of the area median income**. The development expands access to stable housing in a community where recovery continues years after a major wildfire.

In Paradise, the bank's financing supports the transition from recovery to renewal, helping restore housing stability, reinforce community resilience and contribute to the long-term rebuilding of a community working to move forward.

Iliff Senior Apartments — Denver, Colorado

Iliff Senior Apartments is a **50-unit**, age-restricted (62+) affordable housing community that provides safe and stable housing for low-income seniors in Denver's high-cost urban market. The development addresses growing housing insecurity among older adults living on fixed incomes.

Banc of California provided a **$16.5 million construction-to-permanent loan**, supporting a purpose-built multifamily community that prioritizes affordability, accessibility and long-term stability. The property will remain income restricted, helping preserve affordable housing options for seniors most vulnerable to housing cost burdens.

Client Impact: Access to Capital

Access to capital is a critical driver of community and economic resilience. Through its Venture Banking group, Banc of California supports innovative companies that are advancing solutions with positive social and environmental impact.

In 2025, the Venture Banking team supported **55 venture-backed companies**, with commitments totaling

$883 million,

reflecting a focus on businesses aligned with the key sustainability categories shown at left.

These client relationships span sectors that advance health and well-being, education and workforce development, clean and reliable energy, resilient infrastructure and innovation, sustainable communities, responsible production and consumption, and climate action. Together, they reflect the bank's approach to working with companies whose growth strategies contribute to long-term economic resilience and shared value.

Recast Capital — Expanding Access to Capital

Recast Capital is a women-owned venture capital platform focused on expanding access to capital for emerging fund managers, particularly those from underrepresented backgrounds. Through venture banking services and strategic partnership, the bank supports Recast's efforts to strengthen financial infrastructure for next-generation managers. Recast's **Accelerate** program advances this work by providing early-stage funds, with education, peer learning and operational support to help build institutional-quality firms.

SJF Ventures — Scaling Sustainable Solutions

SJF Ventures invests in high-growth companies addressing environmental and social challenges while pursuing strong financial performance. Its portfolio spans clean energy, sustainable supply chains, climate resilience, and access to essential services such as education, employment, and health and wellness. Through its relationship with SJF Ventures, the bank supports capital aligned with sustainability-driven innovation and long-term value creation.

SustainVC — Early-Stage Innovation With Measurable Impact

SustainVC is an early-stage investment firm backing companies that deliver measurable social and environmental outcomes alongside market rate returns. The firm focuses on sustainability-linked solutions across energy efficiency, resilient communities, financial inclusion, healthcare, technology and education. Through this partnership, the bank supports responsible innovation and capital deployment aligned with inclusive economic opportunity.

Investing in Our Team Members

Banc of California's ability to serve clients and support long term value creation is shaped by the experience, judgment and dedication of our team members. We take a disciplined approach to human capital management that emphasizes talent development, internal mobility, inclusion of perspectives and well being across the organization. This approach supports individuals at different stages of their careers while aligning workforce capabilities with business priorities.

2025 AT A GLANCE

TEAM MEMBERS 57% **WOMEN** 58% **DIVERSE**	150 **PROMOTIONS** **with 101 VP+ promotions** **Reflecting a strong focus on internal development**	13 **Circle of Excellence Award recipients**	**WORKFORCE AGE DISTRIBUTION:** **9%** under 30 **53%** ages 30 50 **38%** ages 51+

Inclusion, Talent and Opportunity

We believe that a broad range of perspectives, experiences and backgrounds strengthens our culture and supports effective decision-making. Today, nearly 57% of our workforce is female, and 58% identifies as diverse. Banc of California does not maintain quotas or hiring targets. Instead, we recruit broadly, hire based on merit, and seek to reflect the communities in which we live and work.

Developing talent from within remains a priority. In 2025, 150 team members, nearly 8% of our workforce, were promoted. Year over year, representation of female and diverse talent at the vice president level and above has increased, reflecting our continued focus on creating opportunities for professional growth and advancement across the organization.

Health, Safety and Well-Being

The health, safety and well-being of our team members are foundational to long-term performance and sustainability. We maintain a comprehensive framework designed to foster a respectful, supportive workplace where individuals can thrive professionally and personally.

Team members have access to confidential mental health support and counseling services through a third-party provider. Additional resources include legal assistance covering matters such as estate planning, family law and real estate referrals — as well as wellness coaching provided by in-house specialists. Our Employee Handbook outlines policies related to health, safety, ethics and anti-discrimination, reinforcing expectations for integrity, respect and ethical conduct across all business activities.

Rewards and Benefits

Our Total Rewards program supports the financial security and overall well-being of team members and their families. Core offerings include a 401(k) with company match, short- and long-term insurance options, and paid parental leave. Recognizing that responsibilities extend beyond the workplace, we contract with Bright Horizons to provide childcare and eldercare support resources. These services help team members balance caregiving responsibilities while remaining supported and engaged at work.

We regularly review our benefits to identify opportunities for enhancement. In 2025, we added:

- **WINFertility Inc.**, to provide fertility treatments, adoption, surrogacy and family planning services
- **SoFi and Summer**, to provide tools and resources for financial well-being and student debt support

Pay Equity and Compensation Governance

The bank periodically reviews compensation practices to support fairness, consistency and compliance with applicable employment laws. These reviews are informed by internal analyses and overseen by Human Resources, Legal and senior management as part of broader human capital governance and risk management processes.

Growth and Career Development

We take a comprehensive approach to professional development, offering programs that support skill building, leadership effectiveness and long-term career readiness. In 2025, we continued strengthening our development framework with targeted investments in leadership and performance initiatives. Development opportunities span all levels and functions and include:

- A structured mentorship program that matches team members with mentors aligned on experience, development goals and areas of interest
- Management Essentials and Intentional Leadership training
- Executive coaching, 360-degree assessments and an Executive Leadership Program

Team members also have access to self-directed online learning covering topics such as leadership development, compliance and risk management, financial and banking fundamentals, technology and data, and sustainability-related subject matter. Professional growth is further supported through external certifications and industry-recognized development programs.

2025 Learning Highlights:

- 280 instructor-led training sessions across in-person and virtual formats
- 622 recorded training hours
- LinkedIn Learning activation rate of **43.9%, with 1,472 course completions**
- Five leadership programs delivered, including Mentorship and Executive Leadership

Tuition Benefits and Reimbursement

Ongoing learning supports both individual growth and organizational capability. Through our Tuition Reimbursement Program, eligible team members may receive reimbursement of up to **$5,250 per calendar year** for tuition and textbooks related to qualified, accredited programs.

Summer Internship Program

Banc of California's summer internship program strengthens our future talent pipeline while providing college students with meaningful, hands-on experience in the financial services industry. Through the nine-week program, interns gain practical professional skills and build an understanding of the bank's operations and culture. In 2025, we hosted **25 interns** and made **four full-time hires** from the program — demonstrating a pathway for early-career talent.

"The internship program went beyond my expectations. It focused not only on meaningful, hands-on work, but also on building skills for long-term career success. Through professional development sessions, access to senior leaders and real exposure to the business, I felt genuinely included and supported."

—Colin Maseman
Credit Operations and Reporting Specialist,
Venture Banking Portfolio Management

IDEA Council 2025 Highlights

Fostering Inclusion, Engagement and Community

In 2025, Banc of California's IDEA Council played an important role in supporting a culture of inclusion, belonging and engagement. Through colleague-led networks, educational programming and community partnerships, the Council helped strengthen connections among team members, elevate diverse perspectives, and helped align inclusion-related initiatives with the bank's values and business priorities. The IDEA Council successfully activated its employee resource groups (ERGs), broadened participation and expanded its programming.

The **Banc On Family** network supported family-focused engagement and partnered with other ERGs on community fundraising efforts. These collaborations demonstrated the value of shared purpose and coordinated action across employee networks.

Banc On Vets recognized service members and veterans through observances such as Veterans Day and Memorial Day. The group also began laying the groundwork for expanded volunteer and career support initiatives, reflecting appreciation for veterans and their families while supporting future engagement opportunities.

Banc on Women delivered consistent educational programming, including monthly sessions featuring internal leaders and external speakers. Signature activities included an in person fireside chat with senior female leaders and multiple colleague led community walks benefiting breast cancer research organizations. Participation reflected strong engagement across regions, with fundraising efforts supported in part by the Banc of California Foundation.

Banc PRIDE focused on rebuilding momentum and exploring inclusive programming. Pride related events hosted at several office locations were well attended. The group also collaborated with internal wellness initiatives to highlight available LGBTQIA+ health education and resources, helping raise awareness of existing benefits and support services.

By supporting colleague leadership and participation, the IDEA Council contributes to a workplace culture grounded in policies, practices, shared experiences and day to day engagement.

Circle of Excellence Program

The **Circle of Excellence Awards** recognize team members whose contributions reflect the highest standards of Banc of California and our Principles for Success. As the bank's most distinguished honor, the program celebrates individuals whose leadership, ownership and impact leave a lasting mark on our company. In 2025, **13 award recipients** were selected from approximately **200 nominations** submitted by peers across the organization.

Operating With Purpose and Accountability

Banc of California's impact is rooted in how we operate every day — through disciplined risk management, thoughtful client relationships and long-term engagement with the communities we serve.

By integrating sustainability into our existing business frameworks, we support economic resilience, trust and stability over time. We believe that sustainable impact is achieved not through any single initiative but through steady execution, strong partnerships and a clear understanding of our role as a relationship-driven business bank. This approach guides how we measure success, manage risk and contribute to the strength of our clients, colleagues and communities — today and over the long term.

SASB DISCLOSURE – Banc of California provides investors and other stakeholders with meaningful data on our performance, underscoring our long-standing pledge of transparency and accountability. This report is in accordance with SASB. Our goal in providing this SASB index is to enable relevant comparisons of our performance with peer companies.

We are using SASB's Commercial Bank industry standards, Version 2023-12, which are most applicable to our core operations. SASB focuses on the connection between businesses and investors, the financial impacts of sustainability, and how sustainability issues can create or erode enterprise value. Unless otherwise specified, the data and descriptions are current as of Dec. 31, 2025.

SASB CODE	METRIC	STATUS	RESPONSE	SOURCE(S)
DATA SECURITY				
FN-CB-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders a ected	Partially reporting	Any material cybersecurity incidents would be reported in the 2025 Annual Report	2025 Annual Report
FN-CB-230a.2	Description of approach to identifying and addressing data security risks	Fully Reporting	Refer to the 2025 Annual Report, Item 1. Business, Information Technology Systems subsection and Item 1C. Cybersecurity	2025 Annual Report
			Refer to the 2025 Impact Report, Ethical Governance — A Solid Foundation, Governance and Oversight and Data Privacy and Information Security subsections	2025 Impact Report
FINANCIAL INCLUSION & CAPACITY BUILDING				
FN-CB-240a.1	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	Fully Reporting	Reported in Call Report for 4Q25	4Q25 Call Report
			Refer to 2025 Impact Report, Community Impact — Expanding Opportunity subsection for more information on the company's small business and community development support	2025 Impact Report
FN-CB-240a.2	(1) Number and (2) amount of past due and non-accrual loans or loans subject to forbearance that qualify for programs designed to promote small business and community development	Fully Reporting	Reported in Call Report for 4Q25 (Schedule RC-N)	4Q25 Call Report
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Not Reported	Not previously reported	—
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Partially Reporting	Refer to 2025 Impact Report, Community Impact — Expanding Opportunity, Financial Literacy and Early Economic Empowerment subsection for more information on the Company's volunteerism supporting delivery of financial education in partnership with community-based organizations	2025 Impact Report
INCORPORATION OF ENVIRONMENT, SOCIAL, AND GOVERNANCE FACTORS IN CREDIT ANALYSIS				
FN-CB-410a.2	Description of approach to incorporation of sustainability factors in credit analysis	Reported by reference - No material change in 2025	Disclosure provided in 2024 Impact Report, A Solid Foundation, Sustainability Factors in Credit Analysis subsection remains applicable to the 2025 reporting period	2024 Impact Report
FINANCED EMISSIONS				
FN-CB-410b.1	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	In Progress	Will be included in CA SB 253 Disclosures	—
FN-CB-410b.2	Gross exposure for each industry by asset class	Not Reported	Not previously reported	—
FN-CB-410b.3	Percentage of gross exposure included in the financed emissions calculation	Not Reported	Not previously reported	—
FN-CB-410b.4	Description of the methodology used to calculate financed emissions	Not Reported	Not previously reported	—
BUSINESS ETHICS				
FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Fully Reporting	Refer to 2025 Annual Report, Item 8. Financial Statements and Supplementary Data – Notes to Consolidated Financial Statements, Note 13. Commitments and Contingencies, Legal Matters subsection	2025 Annual Report
FN-CB-510a.2	Description of whistleblower policies and procedures	Fully Reporting	Refer to Section 1.3, "Reporting Violations of the Code," in the Code of Business Conduct and Ethics on the Company's website	Banc of California Code of Business Conduct and Ethics
			Refer to 2025 Impact Report, Ethical Governance — A Solid Foundation, Whistleblower Policy subsection	2025 Impact Report
ACTIVITY METRICS				
FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	Partially Reporting	Refer to 2025 Annual Report, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, Balance Sheet Analysis – Deposits, Client Investment Funds	2025 Annual Report
FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	Partially Reporting	Refer to 2025 Annual Report, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, Balance Sheet Analysis – Loans and Leases Held for Investment	2025 Annual Report


NATIONAL REACH,
LOCAL EXPERTISE
Whether you're growing your business or launching a new one, you need a bank with the strength, local expertise and commitment to offer premier relationship banking with solutions tailored to your needs.
Banc of California combines a national presence with deep expertise across a wide range of industries. Our relationship managers are deeply connected to the business community, providing you with a dedicated team that truly understands your business. We help you grow and succeed through tailored banking solutions.
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EQUAL HOUSING LENDER