



# 2023 IMPACT REPORT



**BANC OF  
CALIFORNIA**







**AT BANC OF CALIFORNIA,  
WE OFTEN SAY  
“TOGETHER WE WIN!”**

This has been our motto since 2017 and has come to represent how we work alongside our clients to propel them to success. However, it means much more.

At our bank, to “win” means doing more — more for our clients, more for our shareholders, more for our team members, and more for our communities. It represents what motivates us to be the best at what we do. It’s why our team members and clients choose to be with Banc of California instead of somewhere else.

Here, to win means committing \$4.1 billion to a three-year community benefit plan that we announced in October. To win is making nearly \$700 million in community development loans a year, teaching financial literacy to students from low-income households, having a diverse colleague base that reflects the communities where we live and work, and recycling more than 55,000 pounds of electronic waste, to name a few.

Since our transformational merger with PacWest Bancorp closed on Nov. 30, we have become the third largest bank headquartered in California. That puts us in a unique position to do more and to win more than ever before, in the ways that are most important to our communities.

This report is a preview of what is to come. For most of 2023, Banc of California and PacWest operated as two separate entities. Now that we are together, we are optimistic that our combined resources will have a positive impact on our communities. This optimism comes from what we have already accomplished and our plan for seizing the opportunities ahead of us.

Together, we look forward to doing even more for our clients, shareholders, team members and communities.

**TOGETHER WE WIN!**



Sincerely,  
**Jared Wolff**  
Chief Executive Officer  
Banc of California





**BANC OF CALIFORNIA**





# ABOUT BANC OF CALIFORNIA

Banc of California has been one of the strongest and most trusted banking partners to businesses since 1941. We are a premier, relationship-focused, full-service business bank that has the resources and expertise to help businesses grow and succeed.

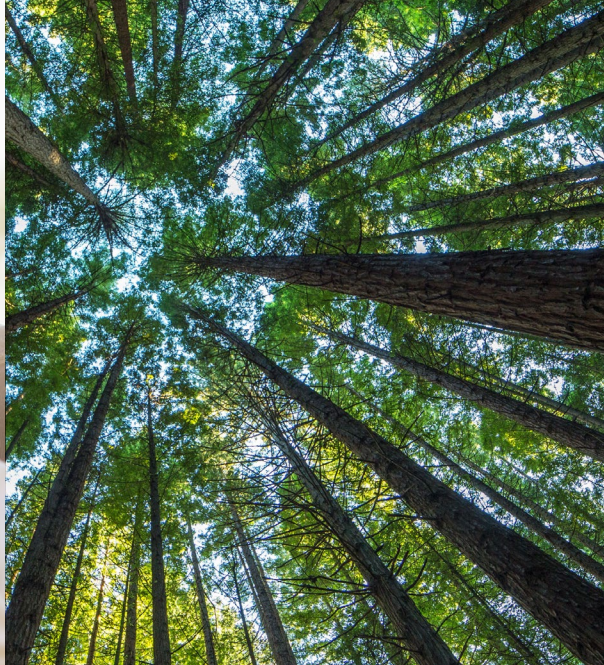
After merging with PacWest Bancorp on Nov. 30, 2023, Banc of California became the third-largest bank headquartered in California, with 2,300 team members, approximately \$38.5 billion in assets and more than 90 full-service branches in California, Colorado and North Carolina.

Today, we provide a broad range of banking and treasury management services to small, middle-market and venture-backed businesses. We provide customized and innovative banking and lending solutions, as well as full-stack payment processing solutions through our subsidiary, Deepstack Technologies. Our depth of resources and financial strength allow us to adapt quickly and thoughtfully, delivering the best solutions to help our clients achieve their financial goals.

Banc of California is also committed to making a meaningful and positive difference in the communities we serve. We take pride in the strong relationships we have cultivated over more than 80 years and remain focused on the changing needs of our stakeholders and communities, the evolving Environment, Social and Governance (ESG) landscape and staying responsive — especially in uncertain times. We strive to make continual progress in our ESG program and are committed to listening, adapting and making a difference in our communities.

Our merger has strengthened our position in the market and has propelled us toward a future of sustainable impact. As we embark on this journey, we remain committed to upholding high standards and aim to unlock synergies and expertise to advance our ESG initiatives and build a brighter future — one that is fueled by sustainability, resilience and innovation.





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The merger between Banc of California and PacWest Bancorp (the PacWest merger) has brought together talent and resources from two like-minded organizations and created a premier relationship-focused business bank.

**Our first consolidated Impact Report highlights the combined bank's ESG-focused activities, progress, key metrics and performance for the fiscal year ending Dec. 31, 2023.**

Because the PacWest merger closed in late 2023, in some instances, data has been combined to facilitate baseline performance, and in other cases, the data is reported separately (the tables and graphs are noted accordingly). We look forward to combining and streamlining our ESG program capabilities, resources and reporting in 2024 and beyond.

The ESG metrics in this report include indexes that align with the investor-focused Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (UN SDGs) that are relevant to our business. We drew upon the subject matter expertise of team members throughout our organization to collect and organize content in the following areas: business conduct and ethics, community investment, client financial protection, data privacy and security, diversity, employment practices and benefits, enterprise risk management, pay equity, talent attraction and retention, and environmental factors.

This report is intended to be a companion to our annual report on Form 10-K and 2024 proxy statement.



# 2023 HIGHLIGHTS

## Environmental Impact Areas



Originated and closed **\$255 million in solar financing** supporting affordable and clean energy



**Amount of paper recycled:** Equivalent of 11,328 trees saved, 37,760 pounds of solid waste avoided in landfills, 2,223.12 MTCO<sub>2</sub> emissions avoided, and **472 tons** of paper recycled



**55,351 total pounds** of electronic waste (e-waste) **recycled**



**29 LEED-certified locations;** constructed with a focus on sustainability (energy savings, water efficiency, better air quality and reduced carbon emissions)

## Human Capital Highlights



**2,300** team members as of Dec. 31, 2023



**57%** women team members

**64%**

of open positions filled by women

**67%** of open positions and promotions were filled by **racially or ethnically diverse candidates**



Recognized with the **California Diversity Award** from California Hispanic, African American and Asian Pacific Chambers of Commerce

**18,560**

hours of **team member external training** to support continuing education





# Social Impact Highlights



**\$4.1  
BILLION**

For a three-year  
community benefits plan

**258**



**DONATION REQUESTS**

Totaling \$2.04MM approved by Banc of California's foundation, the BANC Foundation, of which \$1,785,598 were Community Reinvestment Act (CRA) donations



**\$1 MILLION**

Donation to the **Los Angeles Mayor's** new Contract Financing Program to support small businesses

**6,754**

Team member volunteer service hours



**\$693,143,153**

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

Supported clients aligned to the **United Nations Sustainable Development Goals** (UN SDGs), with primary concentrations in the following five categories:

- Goal 3** – Good Health & Well-Being
- Goal 4** – Quality Education
- Goal 7** – Affordable and Clean Energy
- Goal 9** – Industry, Innovation and Infrastructure
- Goal 13** – Climate Action





# OUR ESG MISSION AND APPROACH

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## **ESG Mission Statement**

At Banc of California, environmental, social and governance (ESG) principles are a natural extension of our business model. We believe that they are an important component of building a sustainable franchise over the long term. We are committed to delivering innovative and inclusive financial solutions that address social and environmental challenges with positive and impactful outcomes. Through transparency, accountability and collaboration, we aim to make a sustainable impact to enhance the overall well-being of our team members, clients and the communities we serve.

## **Our Approach**

At Banc of California, ESG is about making smart business decisions that support our stakeholders for the long term. Our program is influenced by internal and external drivers that shape our relationships with our team members, clients, communities, business partners, shareholders and regulators. Our ESG priorities align with our business strategies and are focused on soundness, profitability, and responsible and sustainable growth.

Sound governance is the cornerstone of our ESG practices. Material ESG risks and opportunities are carefully evaluated in line with the bank's broader operations and strategic priorities.



## OUR ESG PILLARS ARE:



### **Ethical Governance:**

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



### **Environmental Responsibility:**

We strive to implement sustainable practices in our operations. This includes reducing energy consumption, optimizing resource utilization, managing waste and promoting green lending projects when possible. Through these efforts, we aim to preserve our communities for future generations.



### **Social Impact and Responsibility:**

Banc of California strives to advance diversity and inclusion to positively affect our team members, communities and clients. We support programs and initiatives that address societal challenges, such as affordable housing, education, financial literacy and community development.

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## ESG Policies and Statements

### **Select Policies:**

- BSA-AML-OFAC Policy and Program
- Business Continuity Program Policy
- Code of Business Conduct & Ethics Policy
- Community Reinvestment Act (CRA) Reg BB Program and Policy
- Compliance Management System Policy Program
- Corporate Security Program
- Enterprise Risk Management Policy and Program
- Environmental, Social and Governance (ESG) Policy
- Fair Lending Policy
- Investment Policy
- Operational Risk Management Policy and Program
- Privacy Program Policy and Standard
- Written Information Security Program and Policy (WISPP)

### **Statements:**

- Environmental
- Health & Safety
- Human Rights
- Supplier Diversity





# A SOLID FOUNDATION

## ESG MANAGEMENT AND OVERSIGHT

At Banc of California, we are committed to sustainable business practices and have, over time, implemented oversight and processes throughout our operations designed to effectively manage ESG matters relevant to our business.

Following the PacWest merger, we have begun to integrate the ESG programs of both legacy organizations into a cohesive framework that builds on the robustness and maturity of the legacy PacWest program. Our ESG focus aligns with the principles of SASB framework for commercial banks and the areas that we believe matter most to our stakeholders. Through various initiatives, we aim to make a positive impact in our communities, embrace diversity, provide a supportive and inclusive workplace environment, and act in environmentally conscious ways. Our corporate governance standards ensure compliance with all applicable federal and state laws and regulations.

As an overseer of risk and a steward of long-term stockholder value, the board has the ultimate responsibility for the oversight of the ESG-related risks and opportunities that impact our business. The Compensation, Nomination and Governance

Committee (CNG Committee) provides primary oversight of our ESG initiatives and programs. Our executive team is accountable for our overall ESG strategic performance and manages ESG across our business. After the completion of the PacWest merger, a newly formed executive-level ESG Subcommittee was created and is composed of executive leaders representing a broad cross section of our business, including risk, finance, legal, government and regulatory affairs, credit, finance, human resources, marketing and communications. The cross-functional team also includes business leaders who are subject matter experts, representing key functional areas including information security, facilities, audit, compliance and community reinvestment.

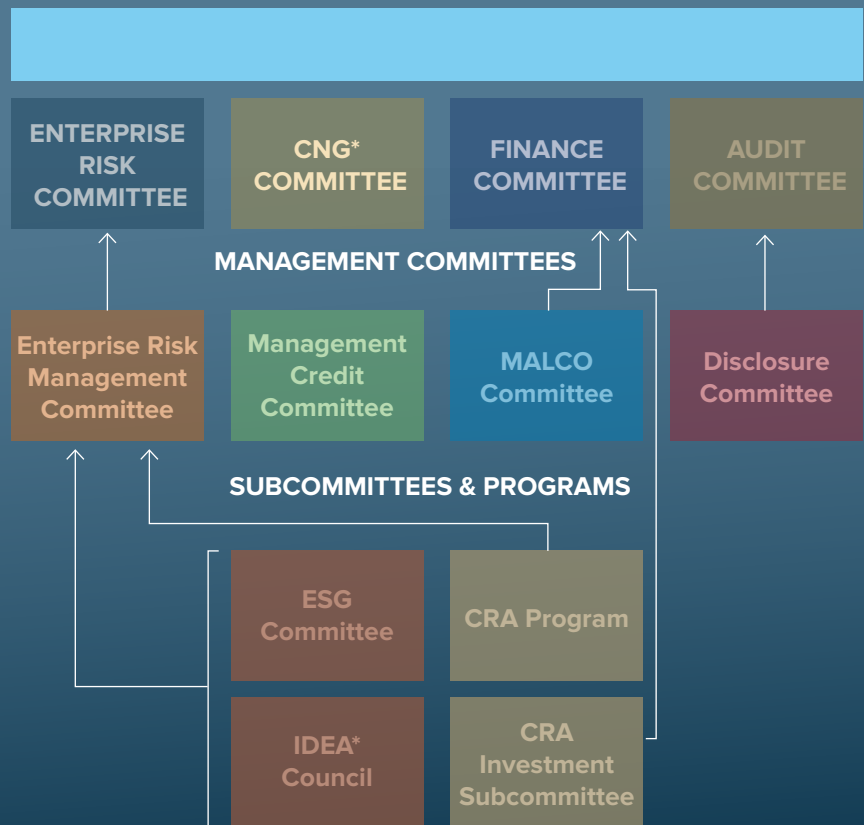
Our ESG Subcommittee meets at least quarterly, and through our ESG Chairperson provides periodic updates to our CNG Committee. With the passing of climate rules by the SEC and state of California, the ESG Subcommittee plans to establish a dedicated climate task force within the subcommittee to ensure climate-related risks and GHG disclosures are embedded in the business strategy and meet regulatory compliance objectives.



## BOARD OF DIRECTORS

The board of directors oversees Banc of California's strategic plans, corporate governance, risk management and ESG. The Compensation, Nominating and Governance (CNG) Committee provides primary oversight of our ESG subcommittee and its initiatives and programs. The board meets with management on a quarterly basis to understand and assess the bank's ESG priorities, risks and opportunities. It provides guidance on ESG goals and targets and holds management accountable for progress against stated ESG objectives.

\* Both the ESG Subcommittee and the IDEA Council are aligned under the ERM Management Committee and also have a reporting line to the CNG Committee at the board level.



**The board works closely with each board committee that has ESG-related functions, including:**

### CNG Committee

Oversees executive compensation programs and policies, director nominations and corporate governance guidelines, including oversight of our ESG program and our human capital management, corporate culture, diversity initiatives and talent management.

### Audit Committee

Oversees and monitors internal controls for the accounting and financial reporting process of the company, the audits of the company's financial statements, and the effectiveness of corporate governance, including business ethics, the Code of Business Conduct and Ethics and Whistleblower Policy.

### Enterprise Risk Management Committee

Oversees the risk management activities, including Enterprise Risk Management framework and associated policies and practices aligned with our key ESG-related risks, which include systemic risk, regulatory compliance, business continuity, information security, data management and privacy.

### ESG Subcommittee

Develops and drives the implementation of ESG initiatives and strategic priorities for the combined organization to further advance its sustainability strategies across our business operations.

### Inclusion, Diversity, Engagement & Awareness Council

Aims to ensure our workforce represents the diversity of the communities we serve and fosters a culture of Inclusion, Diversity, Engagement and Awareness (IDEA) for team members across our business operations.

### Finance Committee

Assists the board in their monitoring and oversight of the company's asset and liability strategies, liquidity, capital planning and management, financial strategies and budgeting and compliance with applicable regulatory and reporting requirements, as well as managing financial sustainability factors and appropriate balance sheet and earnings risk management.

### CRA Investment Subcommittee

Reviews the current CRA investment, lending, and service goals and performance, and oversees community development and engagement opportunities.



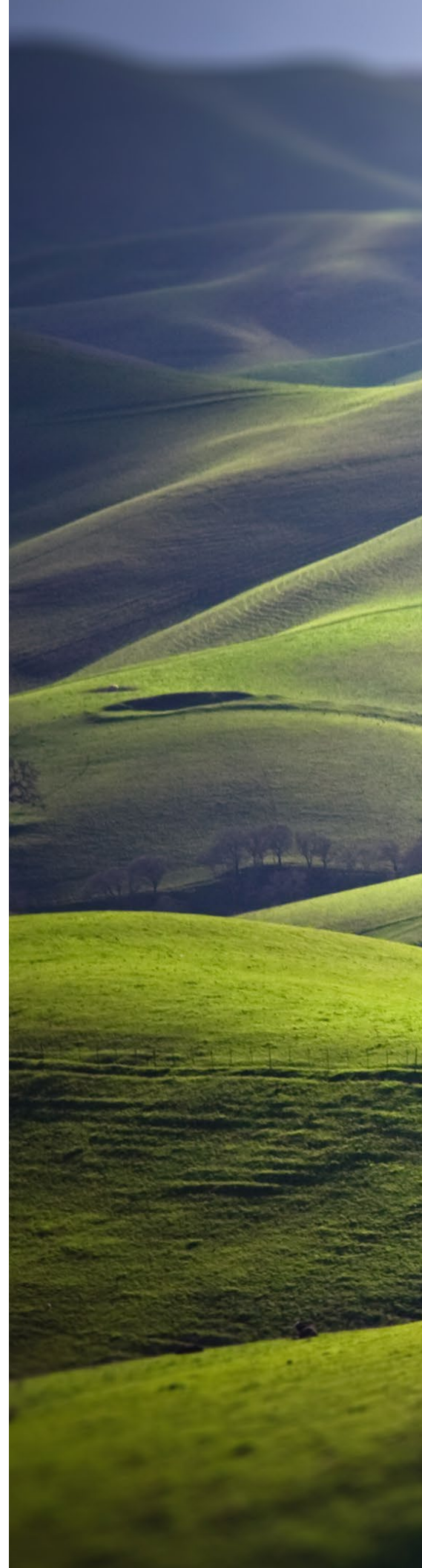
# BUSINESS ETHICS & COMPLIANCE

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## **EVALUATING THE BOARD'S EFFECTIVENESS**

The board and each of its committees (Audit, CNG, Finance and Risk) conduct an annual self-assessment aimed at enhancing their effectiveness.

As part of the self-assessment process, the board and committee members provide feedback on a range of topics relevant to the performance and effectiveness of the board and the applicable committee. In addition, members of the board participate in a peer evaluation of their fellow directors and provide comments on their own skills and qualifications. The chair of the board then meets separately with each director to discuss the results of the peer evaluations and individual self-assessments.

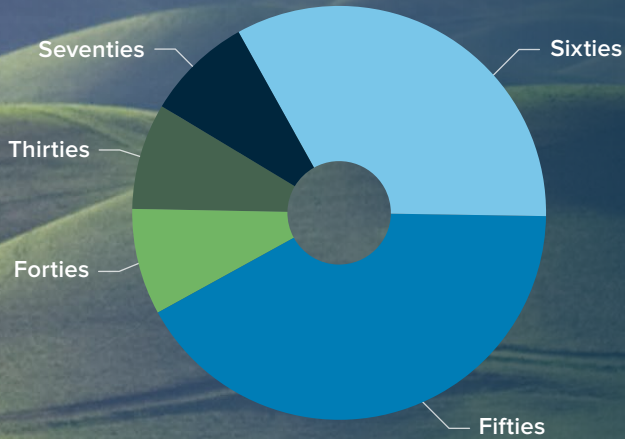




## BOARD TENURE AND DIVERSITY

Our board is composed of directors who actively contribute to the evolving needs of the company with a diversity of perspectives while maintaining the invaluable institutional knowledge brought by more tenured directors. The charts below illustrate the composition of our members following the annual meeting, assuming the election of all of our director nominees.

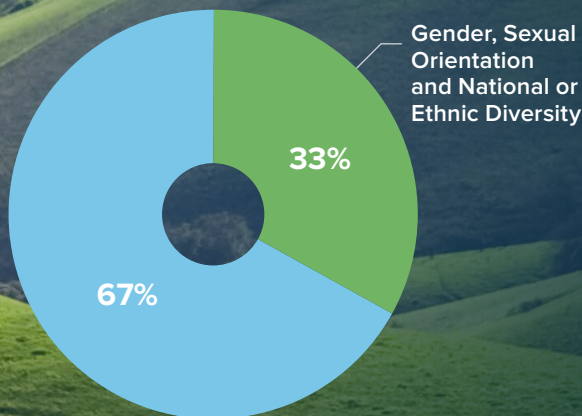
### AGE DISTRIBUTION



**58** YEARS OLD

Average Age of Directors

### DIVERSITY



**11** OUT OF **12**

Directors Are Independent

### DIRECTOR TENURE



**3.3** YEARS

Average Director Tenure



## STAKEHOLDER ENGAGEMENT

We view our engagement with stakeholders on ESG practices as an ongoing process. We exchange strategies, viewpoints and best practices through participation in task forces, climate working groups, roundtable discussions and conferences. We are committed to managing our business in a socially responsible manner that is consistent with sound banking practices.

## MATERIALITY ASSESSMENT

Prior to the merger, PacWest conducted a formal materiality assessment through an ESG advisory firm. The assessment outlined the most significant ESG topics in order of importance to the business and stakeholder community. The table below represents high-priority ESG topics identified through the materiality assessment that have impacted or can potentially impact the bank and its stakeholders — including shareholders, team members, clients, local communities, vendors and regulators.

Given the merger of the two organizations, along with the recently released California and SEC Climate Disclosure Rules, we will refresh our ESG materiality assessment to ensure our ESG strategic objectives are aligned and in accordance with regulatory requirements.



ESG Materiality Assessment: The full list of ESG topics was compiled through benchmarked peers and industry leaders, team member and executive leadership input, survey samplings of investors, clients and sustainability standard reporting frameworks, including the SASB for commercial banking.

## VOICE OF THE CLIENT

Clients are among our most important stakeholders, and we are committed to their satisfaction. Team members are responsible for gathering and submitting client feedback. Client complaints, compliments and suggestions are centralized through our Voice of the Client (VOC) process. VOC allows us to gather feedback from our clients to help us measure and enhance our products and services, as well as the client experience. All team members have access to and are responsible for recording client complaints, compliments and suggestions in the VOC database. Through the VOC program, we can more thoroughly document and address feedback, enabling us to identify emerging trends and areas for improvement.





## DATA PRIVACY AND INFORMATION SECURITY

Banc of California is committed to ensuring the safety of its data. We incorporate three overarching functions that are integral in this process: privacy, information security and cybersecurity. Each of these approach data in a different way, yet all operate in a highly coordinated system to keep client information secure. We have implemented strong administrative, technical and physical safeguards to protect personal information within bank-controlled networks. Responding to security threats requires a flexible and robust security program, so we continually review and update our security program. All team members must complete annual privacy and information security training for compliance with industry and regulatory standards such as the Gramm-Leach-Bliley Act (GLBA), Sarbanes Oxley Act (SOX) and other related cybersecurity regulations.

We are committed to compliance with regulatory guidelines, rules and regulations surrounding information security and technology. We regularly schedule independent and internal assessments to evaluate the adequacy of our information security controls and operations. We have invested in security by establishing a comprehensive third-party risk management program to manage vendor risk effectively. This includes ongoing monitoring for vendor compliance with our established

service level agreements and information security standards and practices. Through these measures, we work to ensure that client and bank information remains safe from unauthorized access or modification.

Cyber threats are complex and adversely impact our clients, team members and communities. We conduct regular exercises to assess our preparedness, which improve our ability to detect, respond to and contain cyber threats. The Information Security team works closely with Information Technology and other departments to maintain the bank's ability to defend our information and assets.

In July 2023, Forbes issued its list of America's Most Cybersecure Companies. In partnership with the research company SecurityScorecard, the rankings highlight the top 200 U.S.-based companies whose website security and cybersecurity infrastructure make them best in class. Companies were ranked based on a variety of factors such as network security, malware exploits, regularity of patches and robustness of the company's cybersecurity team. Companies with at least \$1 billion in 2022 revenue and no breaches since January 1, 2022, were assessed. Pacific Western Bank ranked in the top 10.

## America's Most Cybersecure Companies (Forbes, July 2023)

| RANK | NAME                      | INDUSTRY             | HEADQUARTERS                     |
|------|---------------------------|----------------------|----------------------------------|
| 1    | INTEL                     | Technology           | Santa Clara, California, USA     |
| 2    | Western Alliance Bancorp. | Banking & Finance    | Phoenix, Arizona, USA            |
| 3    | Vurtusa                   | Software/Programming | Southborough, Massachusetts, USA |
| 4    | Palantir Technologies     | Software/Programming | Denver, Colorado, USA            |
| 5    | MetLife                   | Insurance            | New York, New York, USA          |
| ▶ 6  | Pacific Western Bank      | Banking & Finance    | Los Angeles, California, USA     |

## BUSINESS ETHICS AND COMPLIANCE

We are committed to conducting our business with integrity. 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:

- Protection of the company and client information
- Corporate opportunities
- Conflicts of interest
- Compliance with laws, rules and regulations, including insider trading
- Outside activities
- Gifts and fees
- Personal conduct
- Integrity of reports

In 2023, our team members completed more than 60,000 internal compliance training courses. Affirmative Action training is included as diversity training.

## WHISTLEBLOWER POLICY

Our Whistleblower Policy affirms our commitment to detecting and preventing violations of law, regulations, and policies and procedures, including, but not limited to, the principles in our Ethics Code. Team members are reminded of the whistleblower reporting system annually through an executive communication and are required to review the code annually as part of their required training and certifications.



# RISK

LOW

HIGH



## RISK MANAGEMENT

Effective risk management is critical to our success. The board, as a whole and through its standing committees, works with the executive team to oversee the bank's enterprise risk management framework, incorporating governance and preparedness in areas material to our business operations and financial results such as systemic risk management, business continuity, cybersecurity and climate-related risks.

The board has two primary methods for overseeing risk. The first method is oversight by the board as a whole, and the second method is through the committees of the board. All board committees may address risks directly with management, or, where appropriate, may elevate a risk for consideration by the full board. The board also encourages board members to attend all committee meetings, when possible, except when the committee determines it is more appropriate to have a meeting limited to committee members. As a result, all board members become familiar with a wide range of matters affecting the bank and are able to oversee risk through a more complete picture of the bank, its team members and its procedures. Additionally, the bank has deployed the Three Lines of Defense governance framework, reflected in the graphic on page 17.

Banc of California maintains an independent audit and credit review function led by the Chief Internal Audit Officer reporting directly to the board's Audit Committee. The bank's risk appetite framework has been designed to document and support deliberate and profitable risk taking across the bank, including 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. Risk appetite is a quantitative and qualitative expression of the level

of risk we are willing to accept to achieve our business strategies and objectives. It is best understood as a range of strategically desired outcomes between too much and not enough risk taking.

The Audit Committee is primarily responsible for monitoring and oversight of the accounting and financial reporting process of the bank, the audits of the bank's financial statements and the effectiveness of the bank's internal control over financial reporting. The CNG Committee assists the board with discharging its responsibility and authority with respect to nominating, corporate governance and executive compensation matters, including for example, the independence determination of board members, the assessment of the board's performance, the oversight of related party transactions, the recommendation of board candidates, the design of the executive compensation program and bank-wide succession planning. The Enterprise Risk Committee (Risk Committee) is primarily focused on assisting the board in discharging its oversight duties with respect to risk management activities, including the establishment of the bank's enterprise risk management framework and associated policies and practices.

The Risk Committee is also focused on assisting the board in its monitoring and oversight of credit processes and asset quality, and compliance with applicable regulatory requirements. In accordance with its charter, the Risk Committee is responsible for ensuring that the bank has an appropriate enterprise-wide process to identify, prioritize, measure, monitor and report alignment of the bank's practices with its defined risk appetite. For example, this includes operational, fraud, technology, information security, anti-money laundering, compliance, legal, reputational, strategic, credit, interest rate and liquidity risks, and third-party relationships involving critical activities or risks.

The management of interest rate and liquidity risks is primarily overseen by the Finance Committee. The Finance Committee assists the board in its monitoring and oversight of the bank's asset and liability strategies, liquidity, capital planning and management, financial strategies and budgeting,



During 2023, the board and each of its committees received reports from executive management and team members who oversee day-to-day risk management duties on the most critical strategic issues and risks facing the bank. In addition, each of these committees and the board received reports from the Chief Executive Officer, Chief Financial Officer, Chief Risk Officer, Chief Credit Officer, Chief Compliance Officer, Chief Operating Officer, General Counsel, Chief Human Resources 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 in order to evaluate the effectiveness of the bank's risk controls.

### 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 (OFAC), are an important part of our risk management strategy. We maintain robust policies and procedures on anti-corruption and anti-money laundering.

### Incorporating ESG Into Credit Analysis

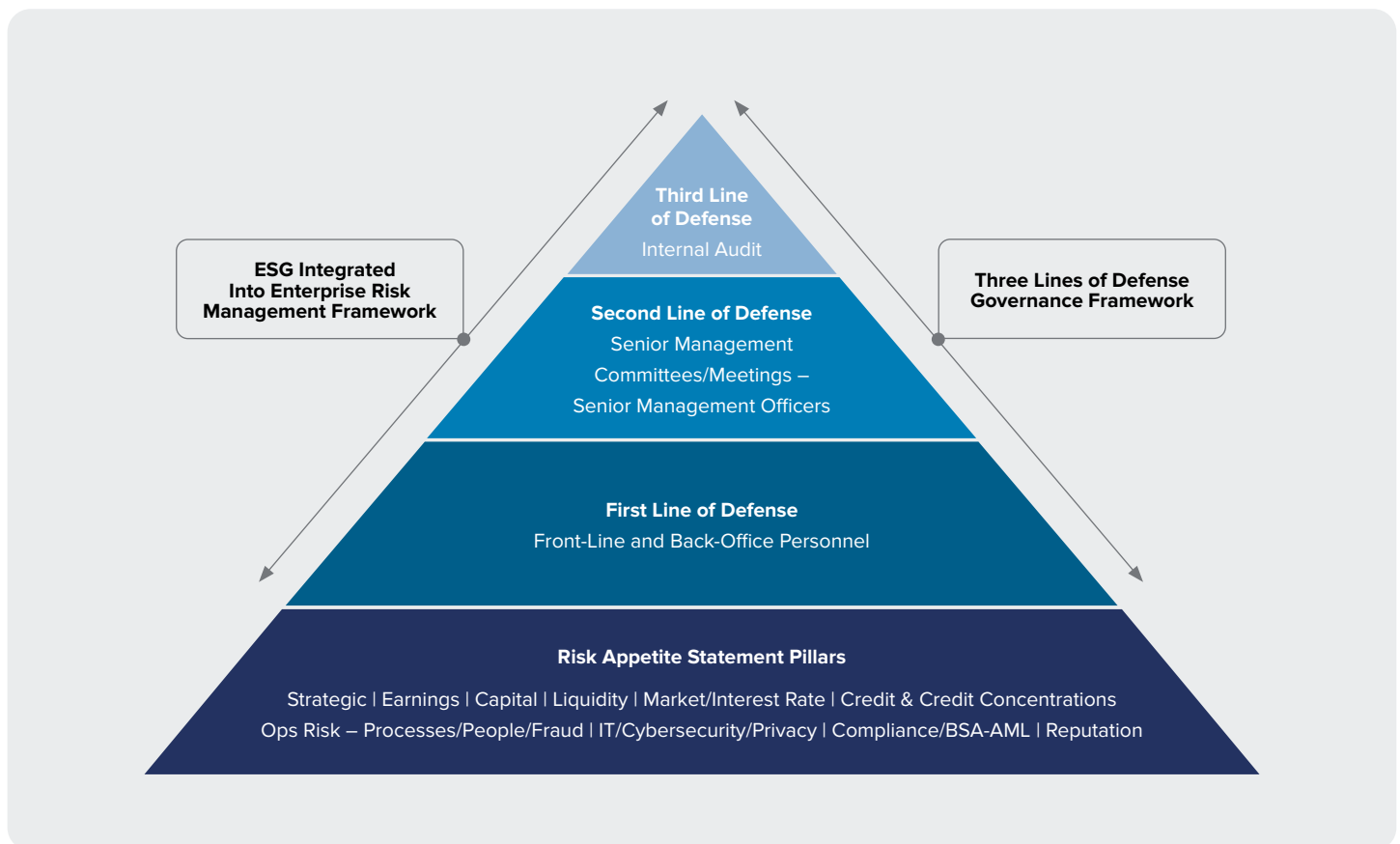
We incorporate climate-related risks into processes for managing and governing risk across our portfolios. Given the heightened attention to climate change and the associated risks and opportunities on credit quality, we capture information on green-certified buildings and other green initiatives within our real estate portfolio. Our credit team reviews wildfire and flood zone reports and continues to develop ongoing climate-related risk analyses for environmental events throughout our credit and

underwriting processes. As part of our routine due diligence, our credit team reports its credit risk analysis across the bank's entire loan portfolio on a quarterly basis to the Enterprise Risk Management Committee. Our comprehensive approach to credit analysis is closely linked to our risk appetite statement, which defines the level of risk the bank is willing to accept in our lending. This is a crucial component of our sustainable business practices that supports short- and long-term planning efforts.

### Business Continuity and Disaster Recovery

Our business continuity program ensures 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, human error, pandemics or civil unrest. Our plans are tested regularly and encompass life safety, technology and business process recovery, incident management and crisis communications.

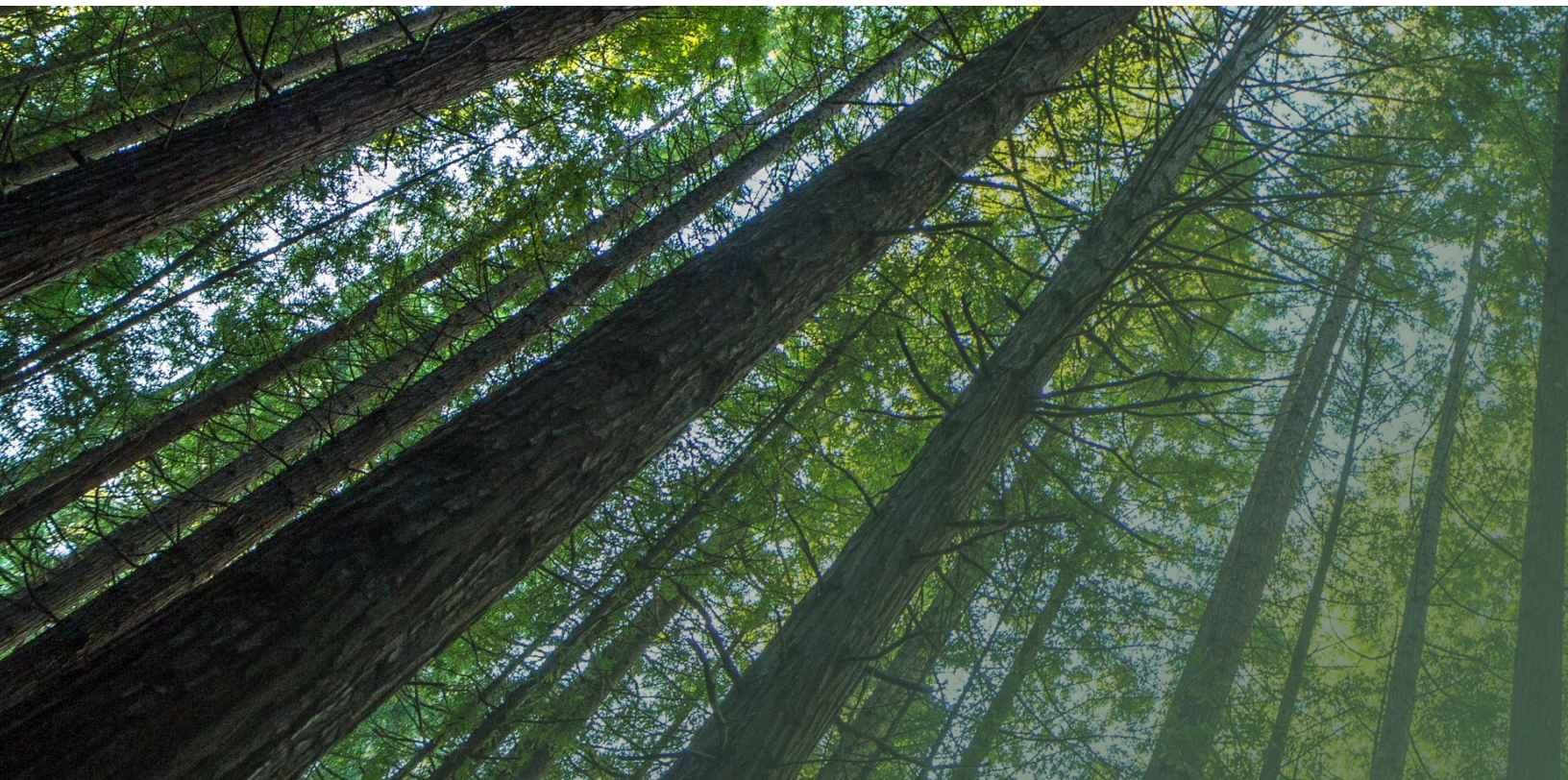
The bank's business continuity management plan provides executive and departmental leadership with guidance on how to identify, respond to, escalate, communicate and contain the impacts of crises that have the potential to disrupt the safety and well-being of team members or cause irreparable harm to the bank. Our business continuity capabilities have been enhanced with human threat intelligence software that allows for quick and efficient emergency communications. Banc of California's crisis management plan consists of multiple triggers and escalation paths for multiple scenarios.







# **SUPPORTING A GREENER FUTURE**







# We're taking action today to help power a brighter future

Banc of California evaluates and seeks ways to reduce environmental impacts and considers solutions that contribute to the well-being of the communities where we live and work. This includes:



Promoting online banking, paperless statements and campaigns that reduce paper waste

Engaging interested team members in community initiatives focused on environmental conservation and protection

Promoting responsible and environmentally friendly business practices, including recycling

Investing in renewable-energy initiatives

Embedding severe-weather and climate-risk planning into our business continuity and disaster recovery program to safeguard mission-critical operations

Offering hybrid schedules to promote environmental benefits & work-life balance

Incorporating ESG elements — including the tracking of green initiatives — into the commercial credit approval process to measure the impact of our lending portfolio

Reassessing the bank's Scope 1 and Scope 2 greenhouse gas (GHG) levels to gain insights into our emissions

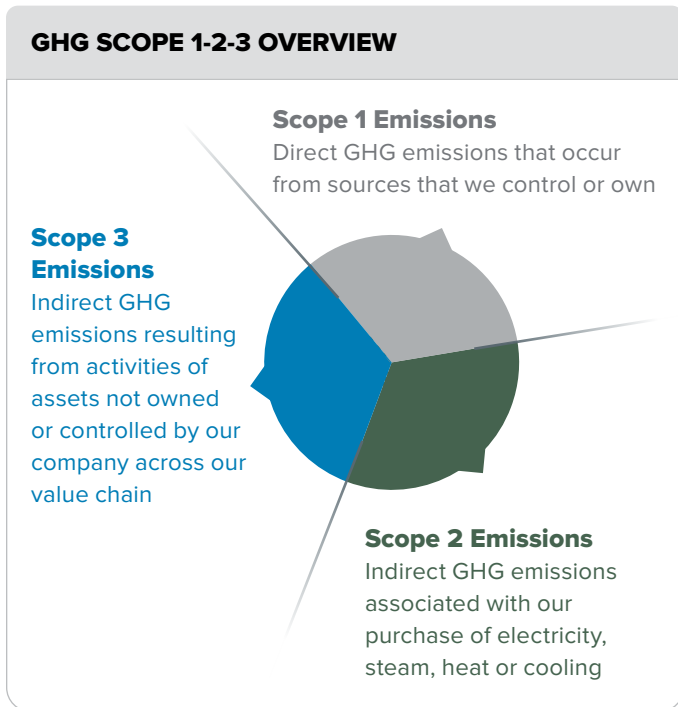
Offering green commuting benefits through stipends and electric vehicle charging stations to reduce carbon emissions



## CLIMATE AND REGULATORY IMPACTS

For the bank, environmental stewardship plays an important role in our ongoing commitment to operate our business responsibly, with a recognition that our actions help create long-term, sustainable value for our stakeholders. To support this objective, the bank evaluates and seeks ways to reduce environmental impact and considers solutions that contribute to the well-being of the communities where we live and work. In anticipation of the changing regulatory landscape on climate risk, the bank has played an active role in several industry association and peer bank climate readiness working groups over the past year. This has helped advance our understanding, data collection methods and journey forward.

Our near-term priorities are to re-establish our integrated greenhouse gas (GHG) emissions for Scope 1 and Scope 2 inventories for the bank, as well as climate risk, exposure and impact considerations within our existing risk appetite and ERM framework. We will also further assess and optimize our physical footprint and carbon baselines.



### Emissions by Scope



(The carbon data disclosed in this chart and report is for PacWest only.)

### GHG EMISSIONS AND WATER

Banc of California works with an independent third party to measure Scope 1 and Scope 2 emissions within our operational footprint. This enables us to have greater visibility into our operations and consumption levels, and allows us to measure performance against targets set in accordance with California's new climate disclosure laws for 2026 reporting purposes.

We will set a new baseline for our emissions inventory in the second quarter of 2024, which will result in a comprehensive carbon emissions accounting of Scope 1 and Scope 2. In light of the recently enacted climate-related regulations by the state of California and the SEC, the bank is diligently conducting a comprehensive assessment to evaluate compliance, readiness and preparedness. This includes a thorough review of all relevant requirements to ensure full adherence and implementation.

A consolidated GHG inventory will be incorporated into next year's report. We look forward to sharing deeper insights and continuing to make meaningful progress in our efforts to address climate change and environmental sustainability objectives.








## GREEN INVESTING AND LENDING

Financing renewable energy projects is one of Banc of California’s greatest opportunities to protect the environment and promote investments in green companies.

Our Corporate Asset Finance group provides lease financing for solar energy facilities. In 2022, the bank committed \$131 million in project financing for two solar projects, providing 172 megawatts of generating capacity to a public utility. These projects were successfully built and converted into lease financings in 2023.

In total, we have originated and closed \$255 million in solar financings, representing 348 megawatts of generating capacity. We will continue looking to finance utility-scale and distributed-generation facilities with utility, corporate, and municipal and community solar power purchasers under long-term power purchase agreements.

**These lending commitments align with UN SDG #7, Affordable and Clean Energy.**




Banc of California helped finance the Snipesville III Solar Project in Georgia, which will provide low-cost, clean energy for generations. The facility can power up to 18,000 homes a year.

## PHYSICAL FOOTPRINT

Our property management team continues to assess the space and energy efficiencies of our office and branch footprint, which expands across several states. The bank participates in the Leadership in Energy and Environmental Design (LEED) green building certification program, and 29 of our locations reside in LEED-certified buildings. To achieve LEED certification, projects are assessed for their environmental impact and allocated points that designate their LEED certification level, such as Silver, Gold or Platinum.

### Environmentally Friendly Commuting Options

We offer team members a range of options that reduce emissions from daily commuting. We support remote and hybrid work schedules and offer team members who use public transportation \$315 per month per eligible person. In 2023, approximately 13% of our team members enrolled in the commuter benefits program.



900 Wilshire Blvd. in Los Angeles is one of our new LEED-certified buildings. It opened mid-2023.



## REDUCING WASTE

Our offices have centralized recycling bins for paper, plastic, aluminum cans and empty printer cartridges. Through our secure paper shredding and recycling program with Iron Mountain, we:

**PRESERVED  
11,328 TREES**



Kept more than  
**37,760**  
pounds of solid waste  
out of landfills



**AVOIDED 2,223**  
metric tons of carbon  
dioxide equivalent  
(MTCO2) emissions



**Fully 100% of shredded material is safely and securely recycled to protect our customers' personal information.**

## Reducing e-Waste

E-waste is one of the fastest-growing sources of trash, so Banc of California strives to reuse electronic equipment whenever possible. When internal reassignment is not possible, we recycle or dispose of equipment using approved vendors in compliance with all state and federal laws, rules and regulations.

We recycled more than 55,351 pounds of e-waste in 2023. We also donated equipment to team members, schools and charitable organizations. All data is cleared, purged or destroyed in accordance with Trade Security & National Security Programs and U.S. Department of Defense standards.

### Total pounds of e-waste recycled/disposed

**31,556**  
2021

**55,055**  
2022

**55,351**  
2023

Sources: DMD Systems Recovery, Computers 2 Kids, Electronic Recycling, Recycle Today, Donations



### Using Technology to Benefit the Environment

We promote paperless statements to our clients and continue to expand our use of digital technologies to reduce paper waste. We also provide account notices and end-of-year tax forms in e-format and offer digital signature technology. Corporate travel has also been reduced through our video conferencing technologies.






Our clients have the flexibility to issue one-time or multiuse virtual cards, which help eliminate plastic cards and waste related to check payments. Virtual cards also reduce risk to cardholders by utilizing a 16-digit token tied to the actual account number so the real card number is not revealed. The reduced risk to the cardholder's account number results in fewer cards needing to be reissued due to fraud.

## Paper recycling & shredding impact

In 2023, through our secure shredding program we recycled the equivalent of the below.

**Combined Total of Recycled Paper =**  
**472 TONS**

Positive environmental impact of the secure shredding program:

|  |  |
|--|--|
| <p><b>Greenhouse Gases</b></p>  <p><b>500 gas-powered cars off the road per year</b><br/>2,223.12 metric tons of carbon dioxide avoided</p>       | <p><b>Solid Waste</b></p>  <p><b>2,963 trash bags avoided</b><br/>37,760 lbs. / 17,127.63 kg of solid waste avoided</p>         |
| <p><b>Paper</b></p>  <p><b>11,328 trees preserved</b><br/>1,888 fresh green tons preserved / 1,712.77 fresh green metric tons preserved</p>       | <p><b>Water</b></p>  <p><b>17,936 bathtubs of water preserved</b><br/>896,800 gallons / 3,394,756 liters of water preserved</p> |
| <p><b>Energy</b></p>  <p><b>5,675 residential refrigerators operated per year</b><br/>1,397,128.08 kWh / 4,768,355,191.81 BTUs energy saved</p> |  |

Source: Iron Mountain Usage Report 2023



## A HELPING HAND FOR MOTHER EARTH

Several of our 2023 volunteer events supported environmental initiatives, specifically around Earth Day. This annual event reminds us that we all have a responsibility to protect the planet.

### FOR EARTH DAY 2023:

- Our team of volunteers collected trash at the annual Creek to Bay Cleanup Day in San Diego.
- Team members planted 60 trees at the San Diego Arbor Day event to help capture greenhouse gases and slow climate change.
- Our New York team members planted pine tree seedlings with OneTreePlanted, a nonprofit focused on global reforestation.
- Team members worked with the LA Neighborhood Land Trust in South Los Angeles to plant a large community garden as part of an effort to provide accessible green space. The garden contributes to the Los Angeles Neighborhood Land Trust's mission to promote the well-being of our neighborhoods by creating parks and gardens.



San Diego has a landmark Climate Action Plan, which takes bold steps toward creating a more sustainable city. Our team had the opportunity to meet with Mayor Todd Gloria (center) on Earth Day. Pictured: Bank team members with Mayor Todd

## THE ROAD AHEAD

Banc of California will continue to identify climate-related opportunities with businesses that are working to protect the environment. Our climate focus in the year ahead will include:

- Evaluating materiality of climate-related risks and exposure, including opportunities
- Re-baselining our Scope 1 and Scope 2 GHG emissions inventory
- Identifying overlapping requirements from the SEC and state of California
- Developing our disclosure strategy and a climate roadmap that complies with regulatory requirements

Banc of California prioritizes initiatives that further reduce our carbon footprint, enhance energy efficiency and promote renewable energy sources. We also focus on strengthening our partnerships with community organizations and investing in innovative solutions that contribute to a greener future.





# SOCIAL IMPACT

Banc of California is taking a meaningful step forward in meeting the banking needs of low-income communities and communities of color in our state. In October, we announced a \$4.1 billion, three-year community benefits plan to make a meaningful impact in the communities we serve. The plan includes:



- Small business lending of \$1.45 billion, including increased participation in USDA loan programs and California's State Small Business Credit Initiative, as well as promoting products through ethnic minority media outlets;
- Community development lending of \$2.3 billion focused on supporting long-term affordable housing;
- \$300 million to support low-income housing, homelessness prevention, small business investment companies and diverse community development financial institutions (CDFIs);
- Participation in and support for Community Land Trusts (CLTs), including consideration of new products to meet the unique needs of CLTs, and \$20 million in investments that support affordable housing preservation efforts by CLTs and affordable housing developers;
- Enhanced due diligence for real estate lending to include tracking housing code violations, evictions and other measures;
- The development of a strategy to support climate resiliency programs in low- and moderate-income communities and diverse communities, which will include a minimum of \$250,000 in donations and other opportunities; and
- \$500,000 to focus on strategic outreach, investment, support and engagement with tribal and indigenous communities, and a commitment to meet with Native American leaders in 2024, leading to the development of a plan to serve the Native American community in our assessment area.



## FINANCIAL INCLUSION AND ACCESS TO CAPITAL

As a financial institution, Banc of California has an important role in advancing economic opportunity for underrepresented groups. After designating Los Angeles as its headquarters in 2023, the bank committed to donate \$1 million to support a new contract financing program created by Mayor Karen Bass that is empowering small- and medium-sized businesses in the city to compete for government contracts, stay competitive and thrive.

While entrepreneurs and small businesses are the lifeblood of our economy, access to banking services and capital remains an obstacle for women and racial and ethnic minorities who are often underrepresented in leadership roles. To strengthen our financial inclusion efforts:

- Our Venture Banking team provided meaningful coaching and feedback to early-stage founders of technology companies. The team also hosted events for clients and prospects with a special focus on diverse and women founders in the private investment industry. These events cultivated deeper and more diverse connections in the private investment industry and established the bank as a leader in advancing inclusive growth in finance.
- The Fund Finance team supported diverse emerging managers by making connections to potential investors. The team hosted two virtual limited partner pitch events, including one for emerging managers with an emphasis on social impact.
- We support organizations like Women's Association of Venture and Equity (WAVE) to empower women in venture capital and private equity through personal and professional development, networking and collaboration.

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### **Banc of California has worked with the following organizations to promote access to capital:**

- Association for Asian American Investment Managers (AAAIM) Alliance for SoCal Innovation
- BLCK VC (Black Venture Capital)
- Convergence Forum
- Kayo Conference Series Women's Private Equity Conferences
- LGBT + VC
- Pear VC
- Springboard Enterprises
- Women's Association of Venture & Equity (WAVE)
- With Intelligence Women's Private Equity & Venture Capital Summits
- Rethink Impact

# 2023 CLIENT SPOTLIGHTS:



Pear VC has been focused on pre-seed and seed investing for 10 years. It partners with founders at the earliest stages to turn ideas into category-defining companies. Banc of California provides these companies' leaders with hands-on training to help them navigate all things startup banking — from setting up corporate bank accounts to understanding the current market. Founding Managing Partner of Pear Pejman Nozad says:

“We're excited for the expertise [Banc of California] brings to the table, helping our startups navigate the current financial landscape and be better set up to grow and surpass their business goals. We love partnering with [Banc of California], because they're truly dedicated to supporting the growth of entrepreneurs. They understand the challenges that come with scaling and offer a wide range of banking services and products and resources that startups need to navigate these challenging times.”



The bank served as the title sponsor of the BLCK VC DMV inaugural summit in June. BLCK VC aims to transform venture capital into an inclusive engine for change and generational wealth creation by shifting the demographics of the venture industry to mirror the diversity of our nation. In the short term, BLCK VC strives to double the percentage of Black investors and partners in venture capital to 6% and 4%, respectively.



## Culture Shift Labs

Since 2006

Banc of California sponsored the Culture Shifting Summit in Miami in November. Culture Shifting Summits are annual invitation-only deal-making events that take place in Silicon Valley, New York, Miami and London. These are the only events of their kind in the U.S. that bring together over 400 accomplished Black and Latino tech executives, entrepreneurs, investors, innovators and social impact leaders to enable deals, collaboration and wealth creation.



Banc of California's Connor Allen with Culture Shifting Summit speaker in Miami.

## convergence forum

FOR LEADERS IN HEALTHCARE INNOVATION

Banc of California served as a key sponsor for the Convergence Forum, which brings together entrepreneurs, industry experts, health care leaders and life sciences luminaries in the health care space to meet our country's evolving health and wellness needs. We sponsored five fellows, giving them access to the inaugural Fellows Program. This program is making significant strides in driving positive change by addressing critical health challenges, improving access to care and enhancing the overall well-being of individuals.



From the Convergence Forum Innovation Summit (left to right): Banc of California's sponsored fellows Tendai Chisowa, Floris Engelhardt, Soufiane Aboulhouda and Kristina Wang; Chris Otey, Managing Director and Life Sciences Lead for Venture Banking; and Phil Strandwitz, a Banc of California sponsored fellow.

# eleanor health

Dr. Nzinga Harrison co-founded Eleanor Health in 2019. This outpatient addiction treatment program works to break down barriers that individuals with substance use disorders face on their journey to better health. Eleanor's mission is to help anyone affected by addiction live an amazing life by transforming the quality, delivery and accessibility of addiction treatment. As Eleanor's Chief Medical Officer, Dr. Harrison drives clinical strategy and implementation of its integrated care model, using a holistic approach that addresses the physical, mental, emotional and social aspects of addiction.

The model incorporates medications for addiction treatment, psychiatry, therapy, peer recovery coaching and health care navigation to help members achieve and sustain long-term recovery. Eleanor Health's partnership with Banc of California enables the treatment program to drive better clinical outcomes and a reduction in total cost of care.



**Dr. Nzinga Harrison,**  
Co-founder Eleanor Health



## GIVING BACK PAYS

In 2023, our Venture Banking team continued a program focused on supporting clients that are creating positive social impacts aligned to UN SDGs. The team provides a credit up to \$5,000 toward legal fees associated with loan documentation. The pilot program has been renewed for the 2024 calendar year.

### 2023 UN SDG-aligned client snapshot as of Dec. 31, 2023

\$660 million in loan commitments

While the bank supported clients aligned to all 17 of the UN SDGs, the primary concentration of UN SDGs were represented in the following categories:



## COMMUNITY DEVELOPMENT AND REINVESTMENT

Leadership extends beyond bank walls. More than 100 of our executives serve on boards of nonprofits and industry associations that support our communities and help shape the direction of the financial services industry. These include organizations that are reducing homelessness or providing legal, financial and other services. Our people contribute to strategic decisions that benefit stakeholders in our local communities and support sustainable community development, improved social well-being and economic prosperity.

*"Working alongside Banc of California has truly been an uplifting journey in our mission to serve and uplift communities. Their unwavering support, both financially and through volunteer efforts, has been instrumental in bolstering our initiatives. Not only have they generously contributed resources, but their dedication to rolling up their sleeves and actively participating in our projects has enriched and strengthened our work in profound ways. We are deeply grateful for the partnership with Banc of California, as together, we continue to make meaningful strides in creating positive change and fostering thriving communities."*

**– Yanet Gonzalez,  
Chief Development Officer, Templo Calvario CDC**



## Our Community Support (2021–2023)\*



**\$441m+**

Community  
Development Investments



**\$4.4b+**

Community  
Development Loans



**\$1.4b+**

Small Business  
CRA Loans in California



**17,428+ hrs**

Team Member  
Volunteer & Service

\*The community impact numbers represent the combined total for legacy PACW and BANC from 2021-2023

## 2023 Philanthropy and Volunteerism Highlights

### Our Community Support 2023 Snapshot

Banc of California's BANC Foundation supports organizations through donations and lending. The BANC Foundation approved 258 donation requests in 2023 totaling \$2.04MM, of which \$1,785,598 were CRA donations.

### Community Development Loan Highlights

- **Orange County, \$1.2 million loan** – Banc of California facilitated the construction of permanent supportive housing for unhoused individuals in Santa Ana, California. Rents in the 17-unit rent restricted apartment property are under Housing and Urban Development Fair Market Rent and available for qualified homeless, low- to moderate-income individuals and transitional youths.
- **San Diego County, \$1 million loan** – The bank made a community development loan that is enabling Catholic Charities Diocese of San Diego to support low-income families and individuals through a range of services. This includes homeless services, emergency assistance, immigrant services and refugee resettlement services.
- **Denver County, \$53 million loan** – The bank facilitated the ground-up construction of a 169-unit affordable housing property that will provide housing for low- to moderate-income individuals and families in Denver County. Units will be restricted to low-income households ranging from 20% to 80% of the area's median income. Additionally, there will be 79 units receiving subsidies through project-based housing vouchers.
- **Ventura County, \$100 million loan** – Banc of California made a loan to finance the development of the 200-unit Moorpark project, an affordable housing apartment project located in an upper-income census tract. Units will only be available for low- to moderate-income individuals and families.
- **Los Angeles County, \$7 million loan** – The bank extended a line of credit for the Federally Qualified Health Center to purchase existing or future leased medical office buildings. This will enable Central City to provide health care services to low-income and medically underserved residents who fall below the 200% federal poverty level.
- **Los Angeles County, \$3.5 million loan** – The bank provided an owner-occupied commercial real estate loan to Via Care, a Federally Qualified Health Center that provides comprehensive health care services to medically underserved and low-income residents in the East Los Angeles area.

### Small Business Support by the Numbers

- The number of loans to businesses in the amount of \$100,000 or less: 1,346 = 77% (from all the bank's assessment areas)
- The number of loans to businesses with gross annual revenue of \$1 million or less: 1,008 = 57% (from all of the bank's assessment areas)



## TEACHING FINANCIAL LITERACY

Banc of California takes pride in teaching people how to achieve financial independence. By working with a broad range of nonprofits, we teach financial fundamentals to children and adults and empower them to understand financial management and develop wealth-building skills.

### COMMUNITY SPOTLIGHTS:

#### African Leadership Group Testimonial:



Thanks to the generous support of Banc of California, African Leadership Group has been able to provide 60 scholarships to graduating high school seniors since 2020. All of our scholarship recipients come from families for whom paying for college is a daunting challenge. The grants we provide using Banc of California's donation to ALG often make the difference between a student being able to attend a two- or four-year institution and having to postpone the important life step. Additionally, Banc of California donates a meaningful amount of their time to provide our students with financial education that prepares them for college and helps them navigate their financial future.

– *Papa Dida,*  
*Founder and Executive Director,*  
*African Leadership Group.*

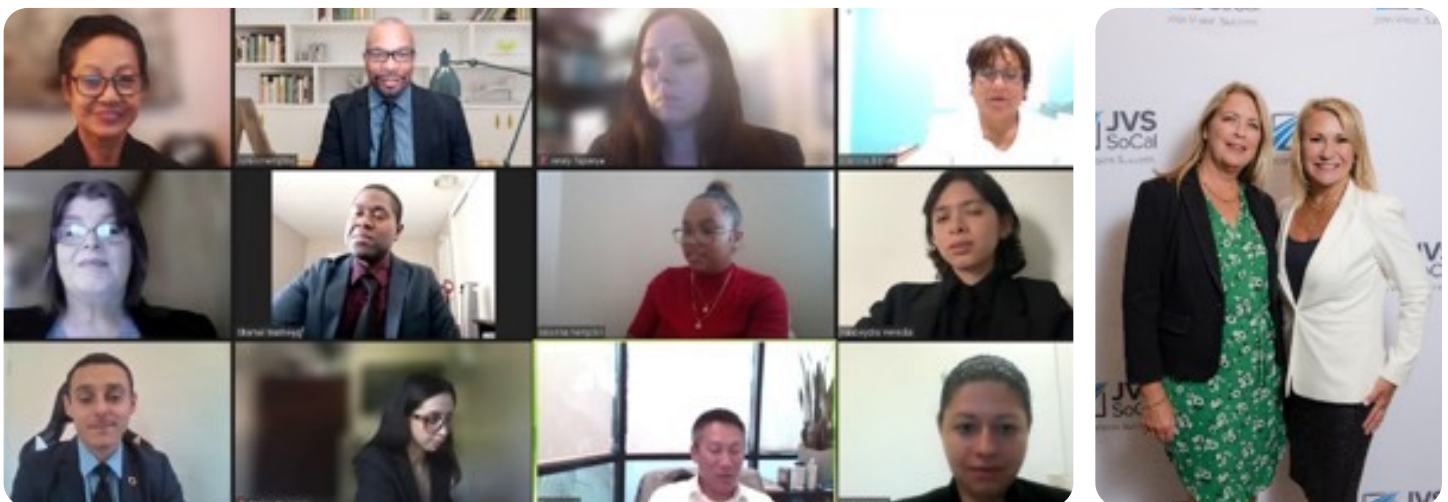


#### JVS SoCal Testimonial:



The bank's combined 28-year partnership with JVS SoCal, along with generous philanthropic investments, are providing access for Southern California low- to moderate-income job seekers who come from marginalized and underserved communities. Your engagement and support transforms how JVS SoCal participants see themselves, their future and their self-worth.

Through our impactful collaboration, we are opening doors of equal opportunity and building a stronger, more equitable Los Angeles County region. Thank you!



Banc of California team members volunteer through Zoom with JVS SoCal students in the BankWork\$ program. BankWork\$ helps young adults from under-resourced communities build meaningful careers in banking through a free, eight-week career training course, with placement assistance and ongoing coaching. (Pictured: Hilary Black-Streeter, SVP Compliance Officer, and Samantha Haugh, SVP of Marketing)





### Goodwill Central Coast

Our dedicated volunteer team created a nine-month financial literacy series for members of the community in need of financial support.

The volunteers based the curriculum on the FDIC's Money Smart Program to help participants define their money values and influences, develop practices for managing and saving their money, and learn about banking products and services. The volunteers connected with participants on a level that went beyond their job roles — they created an environment in which participants could learn and grow together without reservation.



Elizabeth Shank (left) — AVP, Underwriter; Melissa Sabino (middle) — AVP, Underwriter; Brook Fontes (right) — AVP, Loan Processor

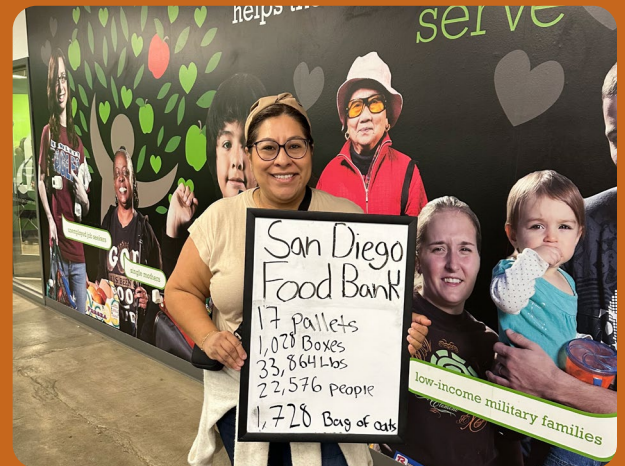


### Home Again LA

Team members supported 23 monthly financial literacy workshops with Home Again LA. These workshops covered financial topics including How to Prepare Financially for College, Borrowing Basics, Managing Debt, and Your Spending and Savings Plan. These workshops supported the newly created Lifting People Up citywide program that Home Again LA brought online earlier in the year. The program provides free supportive services and resources, including financial literacy, educational services and employment services, as well as self-care, health and wellness programs.

### 2023 VOLUNTEER HIGHLIGHTS

- Bank volunteers taught small business topics to more than 80 high school students from United Way Orange County's Career Connection Program, preparing them to create their own small business ideas they could ultimately pitch for cash prizes.
- Volunteers supported Junior Achievement by helping high school students navigate through real-world decisions and teaching money-management skills to elementary school students.
- Hosted Toro Guardian Scholars, a group of former foster youth, with hands-on learning and coaching from our department leaders. This included fun and meaningful lessons about managing personal finances.
- Our BSA team donated gift cards to 100 low-income children during the holiday season and coached them on how to spend the gift cards wisely. They assisted youths in purchasing gifts online for their families.
- On Dec. 27, team members from the San Diego region joined the Chicano Federation of San Diego County and Jacobs & Cushman San Diego Food Bank to box up enough donated food to feed 22,576 people. In just three hours, volunteers packaged 17 pallets of boxed food (1,028 boxes total), weighing nearly 33,864 pounds.





## CREATING AFFORDABLE HOUSING

### Highlights from 2023:

#### Sol Affordable Housing Project (Denver, Colorado)

##### Banc of California Financing Highlights

- Construction Loans:
  - › Tax-Exempt: \$44.3 million
  - › Taxable: \$16.1 million
- Permanent Loans: tax-exempt, \$37.8 million

**Project Description** – Located in Denver’s Sun Valley redevelopment area, Sol has a combined total of 169 apartment units, including 132 affordable units and 37 workforce-affordable units. The project consists of four-story and six-story apartment buildings on a 3.57-acre site.



Sun Valley is a distressed census tract with historically high poverty levels. It is one of the lowest-income neighborhoods in Denver, with 80% of residents living in poverty. The three-phase development plan includes the replacement of 333 obsolete public housing units with over 950 new, energy-efficient apartments that have access to local amenities, public transit, bike paths, a community market and a large riverside park.

#### Vendra Garden Affordable Housing Project (Moorpark, Ventura County, California)

**Wildfire Disaster Relief** – In 2020, the State of California identified Ventura County as among the top-five most wildfire-damaged counties in the state. Banc of California’s financing is supporting a multiyear effort to build new, energy-efficient housing units to aid in wildfire disaster recovery.

##### Banc of California Financing Highlights

- Construction Loans:
  - › Tax-Exempt: \$64.3 million
  - › Taxable: \$36 million
- Permanent Loan (tax-exempt): \$33.7 million



**Project Description** – Vendra Garden is a 200-unit affordable housing project on an 11.6-acre vacant parcel in Moorpark, California. Spread over eight individual buildings, the project will provide one-, two- and three-bedroom units to tenants with incomes ranging from 30% to 60% of the area’s median income. The project site is adjacent to Walnut Canyon School, Boys and Girls Club of Moorpark, Moorpark City Hall, Moorpark City Library and a light rail corridor transit station.

#### Renaissance on Baker Affordable Housing Project (Bakersfield, Kern County, California)

##### Banc of California Financing Highlights

- Construction Loan (tax-exempt): \$41 million
- Permanent Loan (tax-exempt): \$3 million

**Project Description** – Renaissance on Baker is an 85-unit mixed-use project, providing affordable housing for households with income less than 60% of the area’s median income. It also features a community service space that facilitates employment opportunities for residents and the surrounding community. This development will feature community service space on the first floor with a parking garage behind and residential areas above and to the east.



**Housing Accelerator Program** – The California Housing Accelerator program provides financing that allows for affordable housing projects to proceed without highly competitive tax-exempt bond allocations and LIHTCs. The accelerator program awarded \$29.9 million to Renaissance on Baker, with the funds serving as the predominant permanent financing for the project.





### TAKING CARE OF OUR TEAM MEMBERS

Banc of California’s team members are the company’s greatest assets and are key drivers of its success. Our human capital strategy empowers people at all stages of their careers and represents the diverse communities in which we live and work.

**Our Human Resources team is dedicated to helping our team members thrive. In 2023 the team was:**

- Recognized by HRO (Human Resources Officer) Today:
  - › HR Team of the Year finalist.
  - › Chief Human Resources Officer of the Year and Leader of Distinction.
- Recognized by Transform awards:
  - › Talent Acquisition Strategy of the Year finalist.
  - › Transform 10 Inspirational Leader of the Year.
- Recognized with the California Diversity Award from California’s Hispanic, African American, and Asian Pacific chambers of commerce.

### Team Member Health, Safety and Wellness

The well-being of our team members is critical to our success, so the company’s health and wellness initiatives address the whole person. In 2023, the bank expanded its program to provide short-term confidential counseling at no cost to team members, phone support for legal assistance related to estate planning, family law and real estate, and well-being coaching with in-house behavioral change specialists. In addition, we host a wellness webinar each Friday where team members can learn about physical health, emotional well-being, personal growth and other topics that support a holistic approach to wellness. We also held monthly Mindful Meetups on Teams with guided meditation to support team members’ mental and emotional health.

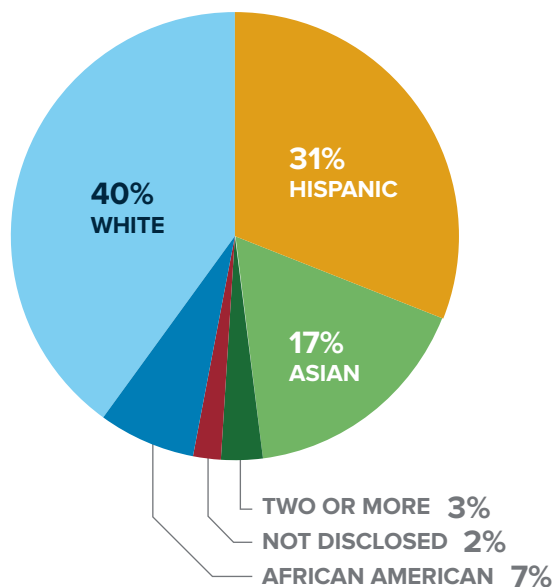
### Tuition Benefits and Reimbursement

Banc of California’s tuition reimbursement program provides eligible team members an opportunity to receive technical training, licenses or certifications. They can also attend conferences to enhance their enrichment. Under the program, team members are reimbursed up to \$5,250 per calendar year for tuition.

### Diversity at Work and in Our Communities

At Banc of California, diversity and inclusion are essential to maintaining a thriving company that reflects the communities we serve. We are proud of the diverse people who represent Banc of California, and we are committed to maintaining an environment where everyone has an opportunity to succeed. Diversity of thought, backgrounds and experiences result in better outcomes for our stakeholders and empower team members to make meaningful contributions.

### As of December 2021, our Diversity makeup is:





## Summer Internship Program

Our nine-week internship program enhances our pipeline of diverse talent and provides a dynamic opportunity for college students to learn about the financial services industry. Interns are compensated and may earn course credits. In 2023, we hosted 40 interns, resulting in three successful placements.

**Internship Success Spotlight** — Luis Torres joined Banc of California in September 2023 as a Treasury Analyst, after completing a summer internship. Luis graduated from the Paul Merage School of Business at University of California, Irvine, with a Master of Science in Finance:

During my summer internship, I grew both personally and professionally. As a payments analyst intern in the payment department, I learned about the payment industry, transaction players and the collaboration between fintech companies and banks, under the guidance of Jagdeep Sahota and Denise Trabucco. Throughout my internship, I attended information events, intern lunches and volunteering events, which helped me develop various professional skills and build relationships with colleagues. I also networked across different departments to gain a comprehensive understanding of the banking industry. I am grateful for the opportunity I've had at Banc of California and look forward to new beginnings as well as the exciting challenges that lie ahead.

– Luis Torres

## 2023 PEOPLE PROGRAM HIGHLIGHTS



### 2023 Road Show: Completed

**January 10, 18, 24 and 31.**

In Q1 the IDEA Council visited offices to encourage team members to get involved with IDEA, ask questions and bring new ideas to the table.



### Employee Communications: Ongoing

We distributed employee communications celebrating Black History Month (February) and Women's History Month (March). We highlighted nine team members with Diversity Spotlights to showcase our rich backgrounds across the bank. In addition, we launched an online Spotlight submission portal to increase efficiencies with IT to update the Spotlight Diversity page.



### Together We All Win

**June — Mixer/speaker**

**July — Second Banc On Women event**

**August — Working Parents event**

One of the most effective strategies to promote workplace diversity is inviting guest speakers for live and online lectures. Employees gain from this experience since they may ask questions and obtain clear answers on the issue. Team members can listen in on online chats while working remotely and comment and ask questions in the chat. Our goal is providing support, enhancing career development, and contributing to personal development in the work environment.



### Business Information Sessions

**April 19, July 25, October 17**

The bank is committed to providing employees with opportunities to learn, grow and advance their careers, so they can become KEY players in our growth and success. As we look for ways to promote internal mobility, we want to share more information on what our Lines of Business do to support the bank.



### Banc Diversity Potluck

**November 14**

What can be better than celebrating diversity with food? Team members brought dishes inspired by their culture and heritage. A recipe was provided with each dish and team members had the opportunity to create their own recipe book. We celebrated Thanksgiving at our Bancsgiving event.



## DEI AT WORK AND IN OUR COMMUNITIES

### A Snapshot of Team Member-led Diversity Events Sponsored by the Bank in 2023

- In February, the bank celebrated Black History Month by hosting a panel discussion moderated by several team members on the diversity council. The discussion included a curated group of Black venture capital leaders who shared success stories, explored areas of challenge and opportunity, and provided insights about how the bank's donation and investment dollars could directly support these initiatives.
- In honor of Asian American and Pacific Islander (AAPI) Heritage Month, we hosted an interactive leadership panel with AAPI leaders at the company working in partnership with our diversity council. These individuals shared their life stories, career paths, barriers and perspectives with our team members.
- Our colleague-led IDEA Council hosted a networking and learning event with Rosie Rios, former Treasurer of the United States, for our Banc On Women forum in October. Team members were highly engaged and inspired by Ms. Rios' journey and work in finance — especially how that experience influenced her work in the public sector.



Rosie Rios, former Treasurer of the United States



Team members and Alex Kweskin, Chief HR Officer, at the bank's Santa Ana office.



### Driving Inclusivity and Diversity

Supporting diverse causes in our communities is an important way Banc of California can contribute to creating a more inclusive and equitable future for everyone.

### LGBTQ+ Initiatives

- Sponsored LA LGBT Center's Models of Pride event in October 2023. Models of Pride is the largest free LGBTQ+ youth conference in the world, bringing together more than 1,500 LGBTQ+ youths (ages 24 and younger) and 500 parents, educators and professionals for a full day of learning, reflection, sharing, celebration and leadership development.
- Sponsored the Radiant Health Center Fundraising Gala in January and raised over \$250,000 for AIDS/ HIV care and medical services in Orange County.
- Sponsored and participated in Long Beach Pride™, an all-volunteer nonprofit that produces the annual three-day Long Beach Pride festival, parade and teen pride events. The third-largest Pride festival and parade in California celebrates the LGBTQ+ community with a focus on inclusion and works to educate the wider community that diversity builds a stronger and healthier society.



## MILITARY AND VETERANS INITIATIVES

### Operation Gratitude

In February, multiple Banc of California locations sponsored donation bins for Operation Gratitude. This organization honors the service of our military and first responders by creating opportunities to express gratitude. Throughout the year, volunteers assemble Operation Gratitude care packages containing handwritten letters, snacks, hygiene products and handmade items from across the nation. The packages are delivered to deployed service members and their families, veterans and first responders.

### Carry the Load

In May, the bank worked with Carry the Load to honor and remember our fallen heroes. Team members in Los Angeles, San Diego and Raleigh, North Carolina, participated in a national relay to show their support. In addition, the bank donated \$5,000 to show our commitment to honoring our soldiers. Carry the Load started as a mission to restore the true meaning of Memorial Day by connecting Americans to the sacrifices made by our military, veterans, first responders and their families.

### Veterans Stand Down, San Diego and North Carolina

In September and October, team members from Durham, North Carolina, and San Diego participated in regional events to connect homeless veterans with the Veterans Administration so they can receive crucial services and care.

### Recruit Military

Team members worked with Human Resources to start an initiative with [recruitmilitary.com](http://recruitmilitary.com) to attend job fairs for veterans.

## SUPPLIER DIVERSITY & SUPPLY CHAIN MANAGEMENT

Banc of California is committed to advancing small and diverse businesses, which are integral to the long-term sustainability of our communities. Our supplier diversity framework supports the growth of small, local companies that are owned by minorities, women and veterans.

In 2023, we furthered our commitment to diversity throughout our supply chain, as outlined in our Supplier Diversity Statement. Diverse suppliers accounted for 11.65% of our qualified supplier spend, an increase of just over 3% from 2022.

## APPENDIX

Banc of California is committed to providing investors and other stakeholders with meaningful data on our ESG performance, underscoring our long-standing pledge of transparency and accountability.



## 2023 SASB DISCLOSURE – COMMERCIAL BANK (2023)

This report is in accordance with the Sustainability Accounting Standards Board (SASB). Our goal in providing this SASB Index is to enable relevant comparisons of our ESG performance with peer companies. We are using SASB's Commercial Bank Standards, Version 2023-12 Industry Standard, which are most applicable

to our core operations. SASB focuses on this connection between businesses and investors, on the financial impacts of sustainability and, specifically, on how sustainability issues can create or erode enterprise value. Unless otherwise specified, the data and descriptions are current as of Dec. 31, 2023.

| TOPIC   | ACCOUNTING METRIC  | SASB CODE    | RESPONSE  |
|---|--|--------------|---|
| Data Security   | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected  | FN-CB-230a.1 | Consistent with Securities and Exchange Commission (SEC) guidance, we disclose any material cybersecurity incidents and risks in our public filings. We currently do not have any material data breaches to report.   |
|   | Description of approach to identifying and addressing data security risks  | FN-CB-230a.2 | See Governance & Responsible Business Practices section of the Company's <a href="#">Corporate Social Responsibility brochure</a> found under the "About Us" section of our website at <a href="http://www.bancofcal.com">www.bancofcal.com</a> .   |
| Financial Inclusion & Capacity Building   | (1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development  | FN-CB-240a.1 | For the year ended December 31, 2022, the number of CRA-eligible loans to small businesses was 317, with a total value of \$44 million.<br><br>CRA-eligible loans for community development was 93, with a total value of \$354 million.  |
|   | (1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development  | FN-CB-240a.2 | The Company does not disclose the number and amount of past due and nonaccrual loans for small business lending or community development.   |
|   | Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers  | FN-CB-240a.3 | In August 2022, Banc of California launched a bank product that serves the banking needs of the previously unbanked or underbanked customers. See our 2022 Environmental, Social & Governance Highlights found under the <a href="#">Corporate Social Responsibility</a> section of our website at <a href="http://www.bancofcal.com">www.bancofcal.com</a> . |
|   | Number of participants in financial literacy initiatives for unbanked, underbanked or underserved customers  | FN-CB-240a.4 | See our 2022 Environmental, Social & Governance Highlights found under the <a href="#">Corporate Social Responsibility</a> section on our website at <a href="http://www.bancofcal.com">www.bancofcal.com</a> .   |
| Incorporation of Environmental, Social, and Governance Factors in Credit Analysis | Commercial and industrial credit exposure by industry  | FN-CB 410a.1 | See <a href="#">2022 Annual Report on Form 10-K</a> .   |
|   | Description of approach to incorporation of environmental, social and governance (ESG) factors in credit analysis  | FN-CB-410a.2 | See Governance & Responsible Business Practices section of the Company's Corporate Social Responsibility brochure found under the "About Us" section of our website at <a href="http://www.bancofcal.com">www.bancofcal.com</a> .   |
| Business Ethics   | Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice or other related financial industry laws or regulations | FN-CB-510a.1 | Consistent with SEC guidance, we disclose any material legal proceedings in Item 3, Legal Proceedings section of our <a href="#">2022 Annual Report on Form 10-K</a> .  |
|   | Description of whistleblower policies and procedures   | FN-CB-510a.2 | For information, please review our <a href="#">Whistleblower Policy</a> .   |
| Systemic Risk Management  | Global Systemically Important Bank (G-SIB) score by category   | FN-CB-550a.1 | According to the Basel Committee on Banking Supervision's assessment methodology, the Company is not considered to be a G-SIB and accordingly does not have a G-SIB score.  |
|   | Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy and other business activities   | FN-CB-550a.2 | See <a href="#">2022 Annual Report on Form 10-K</a> .   |
| Activity Metrics: Commercial Banks  | (1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business  | FN-CB-000.A  | Banc of California discloses the aggregate balances of personal deposit accounts in Banc of California's Call Report under Schedule RC-E. Banc of California has disclosed the number and balances of its commercial deposit accounts in its 2023 First Quarter Investment Presentation filed with the SEC.   |
|   | (1) Number and (2) value of loans by segment: (a) personal, (b) small business and (c) corporate   | FN-CB-000.B  | The Company discloses outstanding balances by loan segment consistent with SEC guidance, in its <a href="#">2022 Annual Report on Form 10-K</a> .   |





**BANC OF  
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**HEADQUARTERS**

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