

2024 **IMPACT REPORT**



**BANC OF
CALIFORNIA**



SINCE
1941



**BANC OF CALIFORNIA HAS
BEEN ONE OF THE STRONGEST
AND MOST TRUSTED BANKING
PARTNERS TO BUSINESSES**





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WE ARE THE THIRD- LARGEST BANK HEADQUARTERED IN CALIFORNIA

With 1,900 team members, approximately \$33.5 billion in assets, and more than 80 full-service branches in California, Colorado and North Carolina (as of Dec. 31, 2024).

The bank is one of the nation's premier relationship-based business banks focused on providing banking and treasury management services tailored to small-market, middle-market and venture-backed businesses.

The bank offers a broad range of loan and deposit products and services throughout California and in Denver, Colorado, and Durham, North Carolina, as well as through regional offices nationwide. We also provide customized and innovative banking and lending solutions, as well as full-stack payment processing solutions through our subsidiary, Deepstack Technologies LLC ("Deepstack"). Banc of California also serves the community association management industry nationwide with its technology-forward platform, SmartStreet™. Our resources and financial strength allow us to adapt quickly and thoughtfully, delivering the best solutions to help our clients achieve their financial goals.





Our strategic objective is to be the nation's premier relationship-based commercial bank by continuing to deliver outstanding service to our clients through our team's ability to collaborate, execute and perform at a level superior to those of our competitors.

This involves listening to our clients to understand their needs so that we can actively develop and deliver customized solutions to meet their business objectives. It also involves executing promptly and holding ourselves accountable to the promises we make to our clients and to the communities where we live and work. The bank is committed to its local communities, supporting organizations that provide financial literacy, job training, small business support, affordable housing and more.



ABOUT THE IMPACT REPORT

This report has been prepared according to the investor-focused 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 2025 proxy statement.

2024 BANC OF CALIFORNIA HIGHLIGHTS

ENVIRONMENTAL HIGHLIGHTS

▶ **24,286**
total pounds of electronic
waste (e-waste) recycled.

> **21**

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

*Leadership in Energy and Environmental Design (LEED)

> **\$1 Million**
committed to support wildfire relief and
recovery efforts in our California communities.

260
metric tons

Amount of paper
shredded/recycled at
Banc of California.

Equivalent to 6,885 trees preserved, 10,410 kg of solid
waste avoided and 304 gas-powered cars off the road per
year (source: Iron Mountain, metrics from Environmental
Paper Methodology, science-based and peer-reviewed).



**\$1 Million committed to
the city of Los Angeles**

for a small business contracting initiative
that includes wildfire relief and recovery.



Financed first “**carbon-positive**” hotel
in the U.S. (opened in downtown
Denver on Oct. 15, 2024).

COMMUNITY IMPACT HIGHLIGHTS

\$800 Million

in community development lending benefiting low- or moderate-income individuals, communities and small businesses in 2024, a **15.4% increase from the year prior.**

Supported **40** venture-backed companies totaling

\$713 Million

with primary concentrations in the following sustainability categories, an **8% increase from the year prior.**

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

\$4.1 Billion

Three-year community benefit plan covering 2024-2026.

\$63 Million

in community development investments in 2024.



Supported **350** nonprofit organizations through the **Banc of California Charitable Foundation.**

Totaling **\$3.3 million** in funding, a **62% increase** from the year prior, with \$2.9 million CRA qualified.

HUMAN CAPITAL HIGHLIGHTS

1,900

team members

59% female

57.3% diverse

240

 promotions
with 101 VP+ promotions

14

 Circle of Excellence
Award winners

5,371

Community Reinvestment Act (CRA) volunteer service hours.

Team members completed

51,806 courses

 —
totaling 23,205 hours of training.

Recognized by Human Resources Outsourcing (HRO) Today:

Best in Class:

- Employee Experience of the Year finalist
- Internal Mobility Program of the Year
- Talent Acquisition Team of the Year

OUR SUSTAINABILITY APPROACH

CREATING RESULTS THAT ENDURE

At Banc of California, our corporate values — putting people first, doing what is right and serving our clients and community — guide every decision we make.

These values shape how we serve our clients, 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.

SUSTAINABILITY PILLARS

Our sustainability pillars include:



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.



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.



Community Impact

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.

A SOLID FOUNDATION

BOARD COMPOSITION

Our board is composed of directors who actively contribute to the evolving needs of the company with different perspectives and institutional knowledge.

EVALUATING THE BOARD'S EFFECTIVENESS

The board and its committees (Audit, CNG, 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 Chairman of the board then meets separately with each director to discuss the results of the peer evaluations and individual self-assessments.

11 OUT OF **12**

Directors Are Independent

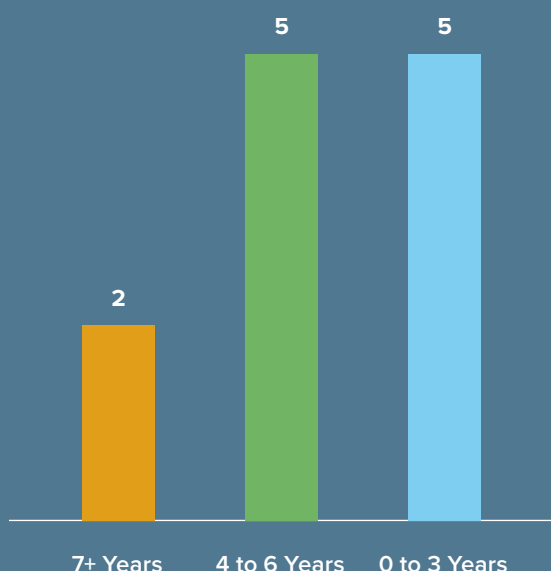
4.3 YEARS

Average Director Tenure

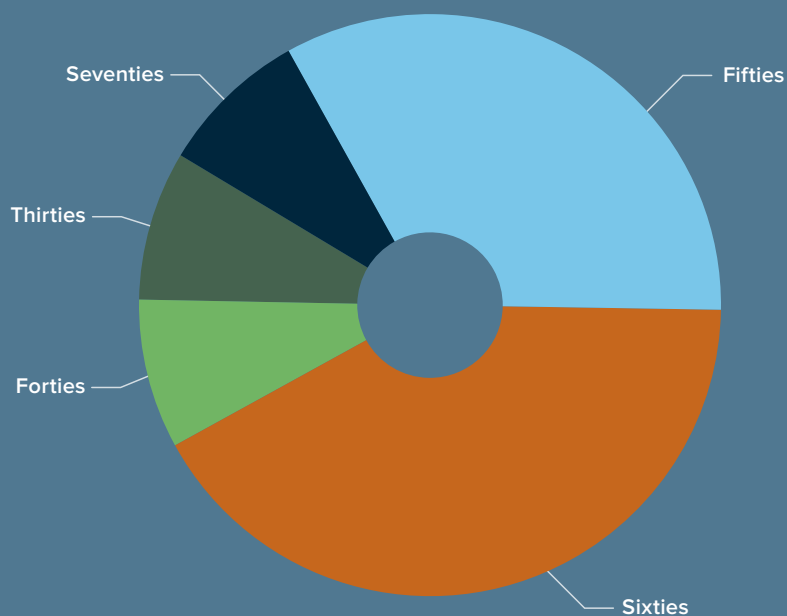
59 YEARS OLD

Average Age of Directors

DIRECTOR TENURE



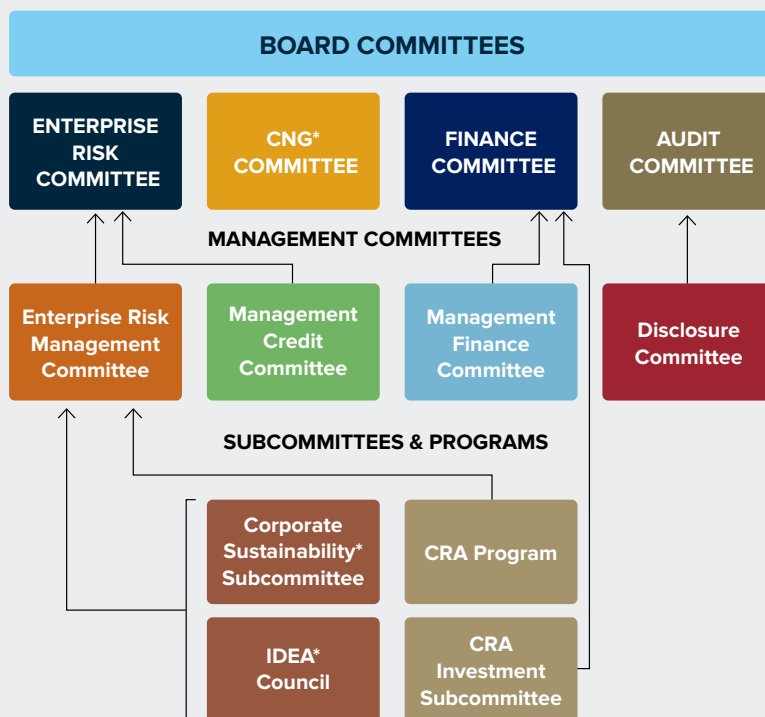
AGE DISTRIBUTION



GOVERNANCE AND OVERSIGHT

Our corporate governance standards ensure compliance with all 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, Nomination and Governance Committee (CNG Committee) provides primary oversight of our sustainability initiatives to comply with California law. Our Corporate Sustainability Subcommittee is composed of leaders representing a broad cross-section of our business, including risk, finance, legal, government and regulatory affairs, credit, finance, human resources, marketing and communications, and investor relations.



*Both the Corporate Sustainability Subcommittee and IDEA Council are aligned under the Enterprise Risk Management Committee (ERMC) 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:

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 corporate governance, including business ethics, the Code of Business Conduct and Ethics, and Whistleblower Policy.

Finance Committee

Assists the board in its monitoring and oversight of the company's 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 initiatives and strategic priorities to comply with California laws.

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 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, climate task force committees, 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 200 suggestions from team members whose helpful and innovative ideas have resulted in more than 20 completed enhancements, making Banc of California a stronger team and better bank for our customers and entire community.

SUSTAINABILITY MATTERS MATERIALITY ASSESSMENT

Our sustainability and impact strategy focuses on areas that are critical to our business success and that align with the interests and expectations of our stakeholders. Our sustainability matters materiality assessment, conducted in partnership with an independent firm, included consultation with internal and external stakeholders and a comprehensive review of relevant research and standards. Sustainability priorities were determined using a singular materiality lens to identify those issues that have the most significant impacts on our company’s financial performance. Through this assessment process, the following topics were identified as high-priority sustainability-related metrics affecting the company:

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

These topics are dynamic and are reassessed to maintain their relevance to our company.

VOICE OF THE CLIENT (VOC)

Clients are among our most important stakeholders, and we value their feedback. Team members are responsible for gathering and submitting client feedback. Compliments, complaints and suggestions are centralized 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. We monitor third-party compliance with our security standards and maintain appropriate information security risk 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 2024, team members completed 51,806 courses, totaling 23,205 hours of training covering compliance, ethics and banking regulations.

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 training and certifications.

RISK MANAGEMENT

Effective 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.

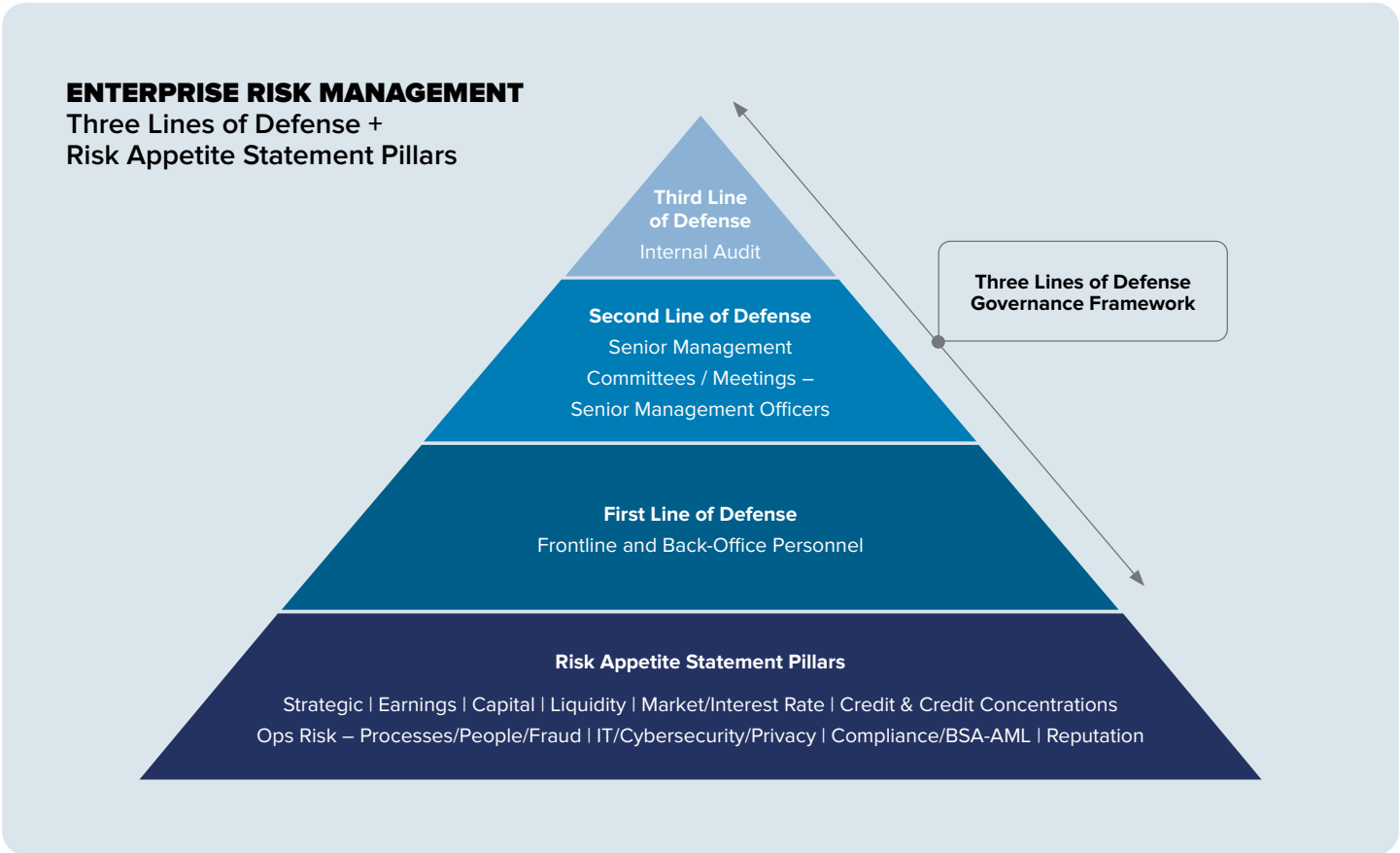
The framework incorporates governance and preparedness in areas material to our business operations and financial results, including systemic risk management, business continuity, cybersecurity and other risks.

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 shown 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 2024, 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 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, and procedures 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 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.

SUSTAINABILITY FACTORS IN CREDIT ANALYSIS

Over the past year, we have continued to evolve our framework to integrate climate-related risk considerations into our governance practices, recognizing the growing importance of climate risk to our credit quality. As part of our routine due diligence, our credit team provides quarterly reports to the Enterprise Risk Management Committee (ERMC) on credit risk across the bank's loan portfolio. These reports include reviews of wildfire and flood zone assessments to evaluate climate-related risks that are significant to our credit and underwriting processes. The findings are shared with the ERMC to ensure that our approach aligns with our risk appetite statement.

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.





COMMUNITY IMPACT

We are dedicated to meeting the needs of our clients and communities. The bank champions initiatives that empower families, small businesses, venture clients, affordable housing and community development projects. These programs are designed to promote economic opportunity and elevate community well-being.

ACCESS TO CAPITAL

Our Venture Banking team coached early-stage tech founders and hosted events throughout the year to foster connections in the private investment industry. The team continued its legal fee service credit program, piloted in 2022, to support clients focused on positive community impacts. This initiative alleviates financial burdens associated with legal fees, allowing companies to focus on their missions and growth. In 2024, legal fee credits were issued to six new venture clients. The team also supports organizations focused on innovation and venture capital, including:

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

Our Venture Banking team supported 40 companies with commitments totaling \$713 million. These efforts focused on the below sustainability categories:

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 
7 AFFORDABLE AND CLEAN ENERGY 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 
13 CLIMATE ACTION 	



The Haven Neighborhood event is a key part of the bank's broader community initiatives. The image above features team members who empowered young adults by providing budgeting and financial literacy support.

COMMUNITY LEADERSHIP AND BOARD MATCHING PROGRAM

Leadership extends beyond our walls. More than 100 of our team members serve on boards of nonprofits and industry associations to support their communities. These organizations are broad-reaching and include initiatives aimed at reducing homelessness, supporting sustainable community development and promoting economic well-being.

Board Matching Program Impact Areas

In 2024, we launched a new team member board-matching program that pairs team members with boards, based on their interests and community needs, including:

- Homeless, Youth Employment, Financial Assistance
- Youth Financial Literacy
- Homeownership
- Financial Literacy (Youth and Adult)
- Foster Youth
- Youth Art Programs
- Financial Empowerment
- Economic Development
- Victims of Domestic Violence and Trafficking

TEACHING FINANCIAL LITERACY

We empower individuals to achieve financial independence and teach financial literacy to children and young people. During the holidays, 60 team members participated in our volunteer program, teaching over 100 youths about budgeting while they purchased gifts for their families. The Banc Foundation donated gift cards to nonprofits in our community, including the African Leadership Group, Acorns to Oak Trees: Pala Band of Mission Indians, Project Access Resource Centers, Haven Neighborhood Services, The Chicano Federation, Boys & Girls Clubs of Fresno County, Good Samaritan Shelter and Innovative Housing Opportunities.



Pictured above: Team members volunteering through Acorns to Oak Trees.

GOODWORKS PROGRAM AND GIVING BACK

We launched the Banc of California GoodWorks Program at the beginning of 2024. This initiative recognizes and rewards team members who volunteer and give back on behalf of the bank. Volunteers support a variety of causes, including preparing taxes for low-to-moderate-income families, teaching financial literacy through Junior Achievement and supporting job skills with Hub for Integration Reentry & Employment (HIRE).

The company proudly announced the winners of the 2024 Banc of California GoodWorks Annual Award, celebrating their achievements at a special luncheon with the Senior Management Committee. Our team members' commitments to community service and their dedication to giving back embody Banc of California's core values. Each award recipient received a donation from the bank to a nonprofit organization of their choice, and, together, they contributed a total of 306 service hours:

- **Dawn Stille**, SVP, Market Manager, Commercial Banking: donated 89 hours to Boys & Girls Clubs of La Habra.
- **Rakesh Prajapati**, VP, Branch Manager: donated 80 hours to Partners in Education.
- **Bradley Pray**, VP, Compliance Officer: donated 71 hours to Groundswell.
- **Jenn Saylor**s, SVP, Corporate Communications: donated 66 hours to Good Shepherd Shelter.

BANC OF CALIFORNIA GoodWorks



From L to R: Sonia Gonzalez, CRA Specialist; Stan Ivie, EVP Head of Government and Regulatory Affairs; Rakesh Prajapati; Jenn Saylor; Bradley Pray; Chris Garcia, SVP, CRA Community Development Officer. Dawn Stille is not pictured.

PARTNERING FOR COMMUNITY IMPACT

Building on the impactful initiatives highlighted through GoodWorks, we proudly support Food Finders, a food-rescue organization in Los Alamitos, California, that collects perishable food that would otherwise be discarded and distributes it throughout Southern California. Our commitment to making a positive impact is demonstrated not only through our dedicated volunteer efforts, but also through our leadership in the community, as one of our team members serves on the board of Food Finders. Over its 30 years of service, Food Finders has rescued nearly 160 million pounds of food, significantly contributing to the well-being of those in need.

OUR SUPPORT FOR TRIBAL COMMUNITIES

Native children and families encounter significant health disparities and challenges in accessing essential services in regions of Southern California. Limited access to developmental assessments, early intervention programs and culturally responsive support networks leaves Native families without resources they need to help their children thrive in regions of California. The organization provides free developmental assessments and wraparound services to tribal communities across the region to ensure that children, especially those with developmental or intellectual differences, receive the care, support and services they need.

The testimonial below is from Season Goodpasture, Executive Director of Acorns to Oak Trees, a nonprofit organization that is dedicated to supporting Native American families with children who have developmental disabilities.



A Message From Acorns to Oak Trees:

To the incredible leadership, employees, and shareholders of Banc of California—your support is more than financial; it is a commitment to justice, equity, and the well-being of Native families. By investing in our mission, you are helping to bridge the gaps that have existed for far too long, ensuring that Native children receive life-changing assessments and services that can set them on a path to success. Your belief in our work and your generosity are felt deeply in the communities we serve. From the bottom of our hearts, thank you for standing with us and for being champions of change in Indian Country.

Together, we are making a tangible difference in the lives of Native children and families, fostering stronger, healthier communities for generations to come. Thank you for being part of this journey.

Season Goodpasture, M.S.

Founder, Executive Director



2024 HIGHLIGHTS IN AFFORDABLE HOUSING

Facilitating Sustainable Community Development Housing Solutions

The following affordable housing projects exemplify our commitment to supporting the community through a sustainability lens. The bank proudly provided both construction and permanent financing for the developments, ensuring that they contribute positively to the well-being and resilience of our community.

Affordable Housing Project Aids Wildfire Recovery in California's North Coast Region

Project Description: Located in California's Lake County, the Oak Valley Villas, a net-zero apartment complex completed in 2024, provides affordable housing for families earning 30% to 60% of the local area median income (AMI). An area that was devastated by wildfires, the project was awarded 9% in affordable housing tax credits pursuant to the Consolidated Appropriations Act of 2021 (CAA). CAA tax credits were created by Congress specifically to support the creation of affordable housing in California communities severely impacted by wildfires, with projects located in Lake County receiving funding priority.

Pictured right: The 80-unit Oak Valley Villas complex, which opened its doors to families in the spring of 2024. Team members at the ribbon-cutting ceremony on April 25, 2024.

Oak Valley Villas Financing Highlights:

- Construction Loans:
 - › Taxable: \$25,300,000
- Permanent Loans:
 - › Taxable: \$4,330,000



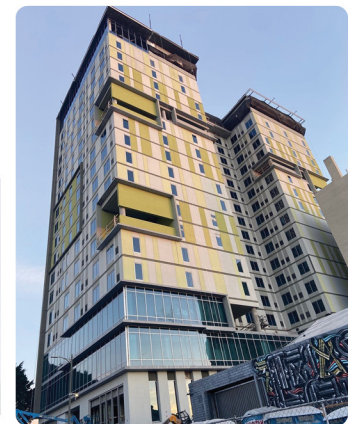
Weingart Tower 1, Largest Homeless Housing Project in U.S. History

Project Description: Located in downtown Los Angeles in the heart of the Skid Row district, the Weingart Tower affordable housing project is the largest project serving homeless populations in the U.S. This historic project was completed in 2024 and features 278 units in a 19-story building. These units are designed to provide safe, secure and dignified housing for unsheltered individuals and their families. Notably, 40 units are reserved for formerly unhoused veterans. Residents benefit from case management, educational and employment support, and life skills training — all in a place they can call home.

Pictured right: Weingart, Los Angeles, San Pedro Street.

Weingart Tower 1 Financing Highlights:

- Construction Loans:
 - › Tax-Exempt: \$85,250,000
 - › Taxable: \$17,183,455
- Permanent Loans:
 - › Tax-Exempt: \$17,450,000



The Atchison: Apartments for Rent in Pittsburg, California

Project Description: The new LEED-certified studio, one-bedroom and two-bedroom apartment community arrived in 2024 in the heart of Pittsburg, California. The Atchison is a modern, affordable apartment complex on the iconic Railroad Avenue that is complemented by nearby public transportation and a selection of retail shops in a prime Bay Area location.

Pictured right: The Atchison, Pittsburg, California, Railroad Avenue.

The Atchison Building Financing Highlights:

- Construction Loans:
 - › Tax-Exempt: \$47,100,000
 - › Taxable: \$26,275,000
- Permanent Loans:
 - › Tax-Exempt: \$35,000,000





TAKING CARE OF OUR BANC OF CALIFORNIA TEAM MEMBERS

Our team members are our greatest assets. Our human capital strategy empowers team members at all stages of their careers. We prioritize recruiting and retaining top talent, fostering internal mobility, promoting inclusion at all levels, recognizing and rewarding performance, and supporting the health and wellness of our team members.

At Banc of California, inclusion of ideas, work experiences, backgrounds and lived experiences fosters an open culture. Today, our bank includes nearly 60% female and 57% diverse team members. We do not have, and have never had, quotas or targets. We live in diverse communities, and we cast a wide net for talent and hire the best. We strive to reflect the communities we serve.

We also have a proven track record of hiring great talent and promoting from within. This year, we promoted more than 240 team members, representing nearly 10% of our workforce. And, year-over-year, we have increased our female and diverse talent at VP and above positions, and we continue to focus on creating an environment where everyone has an opportunity to succeed.

Team Member Health and Safety

The well-being and safety of our team members are crucial to our success. We cultivate a supportive and healthy work environment that promotes respect and both professional and personal wellness, including mental health support and counseling through a third-party provider. The bank also offers phone support for legal assistance related to estate planning, family law and real estate referrals, and well-being coaching with in-house specialists. In addition, we maintain an Employee Handbook that comprehensively covers important health, safety, ethics and anti-discriminatory policies, including guidelines on maintaining the highest ethical standards in all business dealings.

Rewards/Benefits

Our comprehensive Total Rewards program includes a 401(k) match program, short-term and long-term insurance options, and paid parental leave. We are continually reviewing our Total Rewards program to identify opportunities to further support our team members. Accordingly, in 2024, the bank began working with WINFertility Inc. to provide benefits assisting with fertility treatments, adoption, surrogacy and family planning.

Growth and Career Development

Our approach to team member growth encompasses a range of initiatives designed to enhance the skills and capabilities of our team members at all levels. In 2024, we strengthened our team member development efforts and identified areas for further investment and improvement, including leadership essentials and executive coaching. Our comprehensive talent development program supports growth across all levels and functions at the bank. We offer a mentorship program, management essentials, Intentional Leadership training, executive coaching and 360-degree assessments, and a new executive leadership program.

We also support team members by providing certification programs and training and development opportunities from various industry-leading associations that help them excel in their careers.

Banc of California's Circle of Excellence Program

The Circle of Excellence Awards recognize team members for their significant contributions and demonstrations of excellence that align with the bank's Principles for Success. A Circle of Excellence Award is the highest honor someone at the bank can achieve.



Pictured above: 2024 Circle of Excellence winners with CEO Jared Wolff.

Pacific Coast Banking School

The Pacific Coast Banking School (PCBS) is a three-year, graduate-level education program that provides students with a comprehensive understanding of banking, improves their leadership skills and effectiveness, and enhances their strategic thinking. In 2024, four team members successfully completed their studies at PCBS, while three new students enrolled for their first year.

IDEA Council

The IDEA Council integrates best-in-class practices to support our team members through speaking events, internal networking, business unit information sessions and other engagement initiatives. The IDEA Council promotes professional and personal growth, encouraging cooperation and engagement among team members from all areas of the bank. In 2024, the IDEA Council introduced several Banc On affinity groups, like Banc on Women, BancFamily Network, Banc Pride, and Banc on Vets, as well as special IDEA Council events. These efforts enhance connections across the bank and promote the company's values of excellence and inclusivity.



Team members in the Chevy Chase office at a special speaker event.

Tuition Benefits and Reimbursement

We view education as a lifelong process, and we support affordable and accessible education. The bank's Tuition Reimbursement program reimburses up to \$5,250 per calendar year for textbooks and tuition fees at qualified, accredited programs. Here are two team member testimonials:

- **Javier Solis**, Branch Operations Manager, earned a bachelor's degree. "The bank's tuition reimbursement has been a game-changer for me. It's not just about advancing; it's about investing in my future and continuously growing as a professional."
- **Stephanie Martinez**, Vice President and Compliance Officer, earned two certificates through the program. "The enrollment process was simple; my manager was supportive, and the talent development team was responsive. It's a wonderful benefit that not all employers provide."

Summer Internship Program

In 2024, Banc of California hosted 24 interns through its nine-week internship program, resulting in two successful full-time placements. Our summer internship program enhances the bank's pipeline of talent and provides a dynamic opportunity for college students to learn about the financial services industry.



SUPPORTING A SUSTAINABLE FUTURE

We actively manage our environmental impact. With the increasing frequency and severity of natural disasters, such hurricanes, storms, heat waves and wildfires, we support our affected communities and prioritize initiatives that enhance the well-being of the areas where we live and work.

INTEGRATED SUSTAINABILITY PRACTICES

Our sustainability practices aim to strengthen the resilience of our operations while actively supporting our clients and communities to address both immediate and long-term needs. In 2024, this included the following focus areas.



PILLAR 1 – Operations

Physical Business Practices – Our Facilities and Real Estate teams actively collaborate with cities and landlords to implement energy efficiency programs for our offices and branch footprint. Our property management team evaluates the space and energy efficiencies of our office and branch locations, which span several states. From a stewardship perspective, we collaborate with our landlords to identify ways to support our sustainability objectives, which include LED lighting retrofits and motion-sensor lighting, composting, low-flow fixtures, water-efficient plumbing, and smart thermostats and energy management systems. The bank also participates in the LEED green building certification program.

- In an effort to baseline and assess our carbon footprint, our **Sustainability and Facilities teams** are working closely with a third-party energy advisory service and carbon accounting firm to develop our baseline emissions for GHG Scope 1 and Scope 2 inventory to the extent required by California law.
- **Climate Risk Mitigation Planning** – We incorporate severe-weather and climate-risk planning into our business continuity and disaster recovery program to safeguard mission-critical operations.
- **Climate Risk Credit Assessment** – We are evaluating next steps and priorities in our climate risk assessment process, including conducting a loan portfolio review across asset classes and locations and updating heat maps to identify emerging climate risks and opportunities.



PILLAR 2 – Clients and Communities

Online Banking and Digital – Banc of California encourages the use of online banking, digital statements and other electronic solutions to improve efficiency and reduce waste. By expanding these practices in 2024, we minimized paper usage and plastics to reduce the environmental impacts associated with traditional banking methods.

Renewable Energy – We support and fund renewable energy initiatives to drive growth, and our Corporate Asset Finance Group offers innovative financing solutions for solar energy and low-carbon projects.

Disaster Relief – We provide financial support for natural disasters, including those in North Carolina. In response to Hurricane Helene's historic flooding in 2024, the Banc Foundation donated funds to the North Carolina Disaster Relief Fund to help meet the immediate needs of storm victims. In addition, the bank contributed \$1 million to the Banc of California Charitable Foundation's Wildfire Relief and Recovery Fund to support the community in the aftermath of the Los Angeles fires.



PILLAR 3 – Team Member Well-Being

Commuting – Banc of California provides commuting stipends of \$315 per month per team member and electric vehicle charging stations to reduce carbon emissions. We allocated \$341,335 to team members who participated in the commuting program in 2024.

Hybrid Schedule – We provide a hybrid schedule that minimizes our operational footprint and improves work-life balance by giving team members the option of working from home one day a week.



ENERGY

3,450 Residential Refrigerators Operated per Year

849,199.31 kWh / 2,898,291,146.14 BTUs of energy saved

GREENHOUSE GASES

**304 Gas-Powered Cars
Off the Road per Year,**

1,351.25 MTCO₂ avoided

WOOD

6,885 Trees Preserved

1,147.56 fresh green tons
preserved / 1,041.05 fresh green
metric tonne preserved

WATER

**10,902 Bathtubs of
Water Preserved**

545,091.00 gallons /
2,063,392.92 liters
of water preserved

SOLID WASTE

1,801 Trash Bags Avoided

22,951.20 lbs / 10,410.48 kg
of solid waste avoided

REGULATORY IMPACTS

We continuously monitor and adapt our strategies to ensure compliance with regulatory expectations and requirements. In 2024, we strengthened our carbon footprint and reporting capabilities by working with an enterprise sustainability and carbon solutions platform to calculate our emissions, beginning with our Scope 1 and Scope 2 emissions inventory. By leveraging industry best practices, including alignment with the GHG Accounting Protocol and California's climate disclosure requirements, our methodology systematically captures and assesses the company's emissions data to the extent required by applicable law. Additionally, we plan to validate the integrity of our unified emissions data and inventory as part of this process.

As a California-based bank, we participate in the Climate Task Force Groups of the California Bankers Association and American Bankers Association to ensure that we are prepared for regulatory mandates as they apply to us. This ensures that our approach to sustainability disclosures is appropriate and in line with industry standards, reinforcing long-term resilience.

PHYSICAL FOOTPRINT

Banc of California participates in the LEED building certification program, and 21 of our locations reside in LEED-certified buildings. To achieve LEED certification, we assess projects for their environmental impact and allocated points that designate their LEED-certification level.

Our largest office, located at 3 MacArthur Place in Santa Ana, California, is an Energy Star-certified building. Energy Star-certified buildings are recognized by the U.S. Environmental Protection Agency (EPA) for meeting strict energy performance standards. These buildings use less energy, cost less to operate and produce fewer greenhouse gas emissions.

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 shredded and recycled 260.62 metric tons of paper in 2024. Using the Iron Mountain science-based Paper Calculator, the figures above show the positive impact of our secure shredding program.

REDUCING ELECTRONIC WASTE (E-WASTE)

We actively participate in responsible electronic waste programs. We redeploy IT equipment and donate equipment to schools and charitable organizations to support the community. We clear or destroy data using NIST 800-88-R1 Guidelines, which exceed regulatory standards.

SUPPLY CHAIN MANAGEMENT

Banc of California is committed to empowering small businesses, which are integral to the long-term sustainability of our communities. Our supplier framework supports the growth of small and local companies throughout our supply chain.

FINANCED FIRST “CARBON-POSITIVE” HOTEL

Populus Denver, inspired by Colorado’s Aspen trees and rooted in nature, opened its doors in downtown Denver in the fall of 2024.

Populus is recognized as the first carbon-positive hotel in the United States. To be carbon-positive, Populus sequesters more carbon in biomass and soil than the combined embodied and operational footprints of the building across its entire lifecycle.



President of the Colorado Region, Chris Erickson, with Denver's Mayor, Mike Johnson, the Urban Villages and Populus team, alongside key partners at the hotel's ribbon cutting. Photo taken by Ryan Dearth.



Populus Hotel

14th Street, Denver, Colorado

Photo taken by Jason O'Rear.

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, 2024.

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 affected	Partially reporting	Any material cybersecurity incidents would be reported in the 2024 Annual Report.	2024 Annual Report
FN-CB-230a.2	Description of approach to identifying and addressing data security risks	Fully Reporting	Refer to 2024 Annual Report, Item 1. Business, Information Technology Systems subsection and Item 1C. Cybersecurity	2024 Annual Report
			Refer to 2024 Impact Report, A Solid Foundation, Governance and Oversight and Risk Management subsections	2024 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 4Q24 (Schedule RC-C Part II, Items 3 and 4): 1. 1,104 loans 2. \$453 million	4Q24 Call Report
			Reported in Call Report for 4Q24 (Schedule RC-M, Items 17a and 17b) 1. 35 loans 2. \$3 million	
			Refer to 2024 Impact Report, Community Impact, Community Development and Reinvestment subsection for more information on the Company’s small business and community development support	2024 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 4Q24 (Schedule RC-N, Item 11) 1. 44 loans 2. \$34 million	4Q24 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 2024 Impact Report, Community Impact, Teaching Financial Literacy and GoodWorks Program and Giving Back subsections for more information on the Company’s volunteerism supporting delivery of financial education in partnership with community-based organizations	2024 Impact Report
INCORPORATION OF ENVIRONMENT, SOCIAL, AND GOVERNANCE FACTORS IN CREDIT ANALYSIS				
FN-CB-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	Fully Reporting	Refer to 2024 Impact Report, A Solid Foundation, Sustainability Factors in Credit Analysis subsection	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	Partially Reporting	Refer to 2024 Impact Report, Supporting a Sustainable Future	2024 Impact Report
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 2024 Annual Report, Item 8. Financial Statements and Supplementary Data – Notes to Consolidated Financial Statements, Note 13. Commitments and Contingencies, Legal Matters subsection	2024 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 Policy on the Company’s website.	Banc of California Code of Business Conduct and Ethics Policy
			Refer to 2024 Impact Report, A Solid Foundation, Whistleblower Policy subsection	2024 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 2024 Annual Report, Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations, Balance Sheet Analysis – Deposits, Client Investment Funds	2024 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 2024 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	2024 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.

Banc of California — Where Relationships Matter.

[bancofcal.com](https://www.bancofcal.com)



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Monday–Friday: 8 a.m.–5:30 p.m. PT

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855-351-BANC (2262)**

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Monday–Friday: 8 a.m.–5 p.m. PT

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