

2019

# SOCIAL RESPONSIBILITY REPORT

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

**1,057**

Financial education  
employee volunteer hours

**960**

Economic development  
employee volunteer hours

**\$3.6M**

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

**\$501M**

Community Development  
Investments  
(portfolio balance)

**60%**

Percent of total loans  
\$1 million or less originated to  
small businesses

**24%**

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

**\$588M**

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

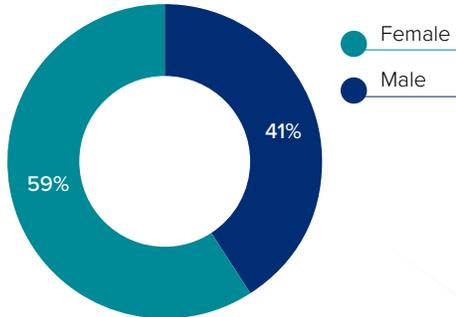
**OUTSTANDING**

Current Community  
Reinvestment Act Rating

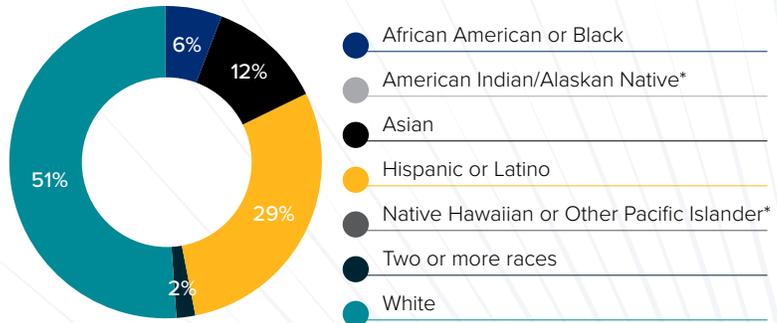
<sup>1</sup>Amounts are as of or for the year ended December 31, 2019.

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

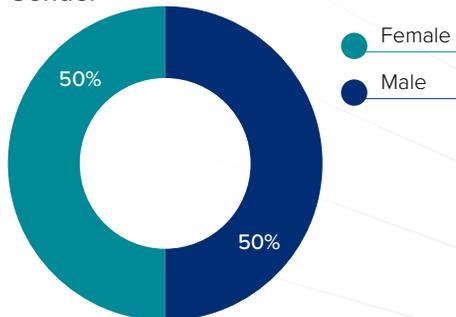
### All Staff Gender



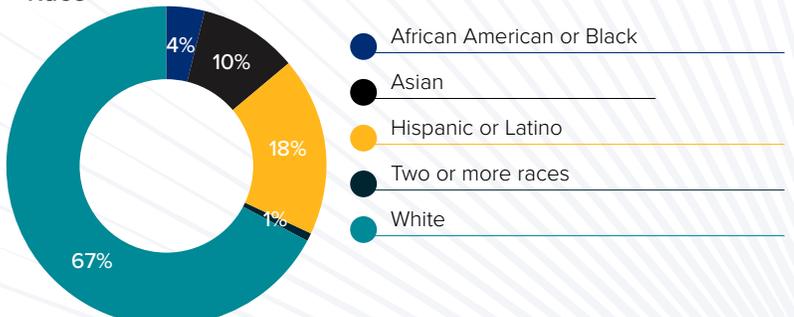
### All Staff Race



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



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



\*Representation <1%

<sup>2</sup>As of December 31, 2019. Executive/Senior-Level/First/Mid-Level Officials & Managers as defined by the Equal Employment Opportunity Commission (EEOC).



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

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## SUSTAINABILITY

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



We reward public transit by offering reimbursement up to the IRS limit to employees that use public transportation (bus, train, vanpool, etc.) to commute to work. In 2019, approximately 12% of our employees participated in our commuter benefits program.



In 2019, we recycled over 330 tons of paper through our company-wide secure shredding and recycling program. These efforts saved the equivalent of 5,531 trees and over 1,655 cubic yards of landfill space.



Our goal is to reduce paper usage and waste by increasing the number of customers who receive electronic statements. At the end of 2019, approximately 40,000 customer accounts were receiving electronic statements.

## CORPORATE GOVERNANCE



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

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

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

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

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