

PACIFIC WESTERN BANK

2018 SOCIAL RESPONSIBILITY REPORT

Diversity and Inclusion

We are committed to creating a culture of inclusion where differences are both appreciated and respected. Diversity of background, experience and perspective adds value and depth to our teams and creates better business results.

Female Representation¹

58% of the total workforce

49% of professionals²

17% of our board members

Minority Representation^{1,3}

46% of the total workforce

43% of professionals

17% of our board members

1. As of December 31, 2018
2. "Professional" as defined by the Equal Employment Opportunity Commission (EEOC)
3. "Minority" as defined by the EEOC

Community Giving

We believe in supporting local communities and helping everyone in our communities reach their full potential.

2018 Achievements

- 4,125 hours volunteered at nonprofits, schools and public organizations
- \$3.3 million of donations to local charities and nonprofit organizations
- \$122 million of new commitments to community development investments and a portfolio balance of \$371 million
- \$442 million of small business loan originations of which 25% where in low-to-moderate income areas
- \$587 million of community development loan originations
- 25% of California branches located in low-to-moderate income areas
- Outstanding CRA rating

Corporate Governance

We believe effective corporate governance is essential to sustaining our performance and long-term success.

- 86% of directors are independent
- Independent lead director role
- Annual "say on pay" shareholder vote
- Clawback provisions for executive incentive compensation
- Company-wide whistleblower program and ethics hotline
- Annual ethics training required for all employees

Sustainability

We are dedicated to responsible conduct.

- We take precautions that protect personal and business information as well as adhere to policies to prevent fraud and ensure cyber security
- Our efforts to reduce our impact on the environment include:
 - Increasing the number of customers who receive electronic statements
 - Expanding our use of LED lighting
 - Shredding and recycling of paper products