



PACIFIC PREMIER BANCORP, INC.

2022 Corporate Social Responsibility Report



ABOUT THIS REPORT

Pacific Premier Bancorp, Inc. is the holding company for Pacific Premier Bank, a full-service commercial bank that serves the financial needs of individuals and businesses in California, Arizona, Nevada, Washington, and throughout the United States. In this report, the terms “we,” “us,” “our,” “Pacific Premier,” or the “Company” refer collectively to Pacific Premier Bancorp, Inc., together with its subsidiaries, including Pacific Premier Bank (the “Bank”). This report does not detail all of the Company’s activities and should be read in conjunction with [Pacific Premier’s 2022 Annual Report on Form 10-K](#) and other reports filed with the Securities Exchange Commission (“SEC”), including “Forward-Looking Statements” and “Risk Factors” contained in those documents.

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A MESSAGE FROM OUR CHAIRMAN



Our strong performance in 2022 highlights the dedication of our team and our ability to effectively manage risk in an evolving and uncertain environment. Pacific Premier’s high-performing culture is one that fundamentally cares about our communities, which enables us to deliver superior client service while also having a positive impact on the places we live and work. Our attention to environmental, social, and governance (“ESG”) initiatives has become a business imperative. This 2022 Corporate Social Responsibility Report shares our comprehensive approach to ESG-related initiatives and our accomplishments to date.

Pacific Premier prioritizes material ESG topics such as community development, climate risk, human capital, and diversity, equity, and inclusion. Our ESG actions are built with measures aligned with our focus on continuous improvement.

Our long-term goal to reduce our environmental footprint includes strategies for empowering our employees with structure and resources to get involved while also being transparent and accountable to our stakeholders. In 2022, we integrated climate risks into our comprehensive enterprise risk management framework. We don’t just assess how climate-related events may affect our operations, but we take a broader view of how we can support our clients and communities as they address environmental changes. Our cross-functional climate working group meets periodically to discuss potential implications to the Bank’s loan portfolio and to develop internal guidance related to the identification and documentation of climate-related credit risks. This analysis helps prepare us as we transition to an increasingly green economy.

Our employees define our organization and are essential to our success. We are committed to their development, with an emphasis on creating a diverse, equitable, and inclusive workplace. In 2022, we enhanced our flagship Premier Inclusion program, launched a formal

career pathing initiative to encourage internal growth, and expanded our employee engagement efforts. We believe these investments in our people are key to driving long-term value for all our stakeholders.

At Pacific Premier, we understand that our success is tied to our involvement in our communities, and we appreciate the positive impacts that our employees have helped achieve. Through giving and volunteering, our employees once again led Pacific Premier to be recognized as one of the 50 most community-minded companies in Orange County, California in 2022.

While our ESG efforts are a work in progress, we are proud of the accomplishments that we have been able to achieve thus far. As we further evolve our ESG program, we will continue to engage our stakeholders and communities for input. I would like to thank all of our team members and community partners for their commitment to and involvement in our ESG initiatives throughout the past year.

A handwritten signature in black ink, appearing to read 'Steven R. Gardner', written in a cursive style.

STEVEN R. GARDNER
Chairman, CEO, and President

ABOUT US

1983:
Pacific Premier Bank
(Originally Life Bank) was founded

2000:
CEO Steve Gardner and new
management team hired
to transform the Bank

2002:
Officially changed name to
Pacific Premier Bank

2011–12:
Acquired Canyon National Bank
Acquired Palm Desert National Bank

2013:
Acquired First Associations Bank
Acquired San Diego Trust Bank

2014:
Acquired Infinity Franchise Holdings
Acquired Independence Bank

2016:
Acquired Security California Bancorp

2017:
Acquired Heritage Oaks Bancorp
Acquired Plaza Bancorp

2018:
Acquired Grandpoint Capital, Inc.

2020:
Acquired Opus Bank
Total assets grew to \$20 billion

Headquartered in Irvine, California, Pacific Premier Bank is a full-service commercial bank that serves the financial needs of individuals and businesses in California, Arizona, Nevada, Washington, and throughout the United States. With approximately **\$22 billion in total assets¹**, we're one of the strongest-performing banks² in the nation. Our commitment to providing unparalleled client service and supporting our communities guides us in everything we do.

We have **59 branch locations** across multiple states and provide 24/7 automated assistance through our toll-free telephone banking service. Our ATMs are connected to the MoneyPass³ network, providing access to over **40,000 surcharge-free ATMs nationwide**, further enabling us to serve our communities.

Since 1983, Pacific Premier has helped thousands of companies and individuals achieve greater success. Throughout economic cycles, we take a consultative approach to identify core business needs and provide customized and creative solutions to support short- and long-term goals.

¹ Pacific Premier Bancorp, Inc. and subsidiaries on a consolidated basis, approximate total assets as of December 31, 2022.

² Ranked #9 on the 2023 Forbes' list of "America's Best Banks."

³ MoneyPass ATMs are for deposits and withdrawals. MoneyPass is a registered trademark of FISERV, Inc.

2022 FINANCIAL PERFORMANCE HIGHLIGHTS



TOTAL ASSETS

Increased to \$22 billion

4X

DIVIDENDS

Increased 4 times since 2019



TOTAL REVENUE

Increased to a record \$786 million

\$284M

NET INCOME

Record net income of \$284 million

48.8%

EFFICIENCY RATIO

Solid level at 48.8%¹

- Strong level of earnings per share of \$2.98 in FY 2022, while generating 16.1% ROATCE¹
- Record Total Revenue of \$786 million in FY 2022
- Cost of deposits well-controlled at 0.23% in FY 2022
- TBV per share¹ and cumulative dividends CAGR of 9% since 2017
- 10-year return relative to KBW Regional Bank Total Return Index (“KRX”) with significant outperformance of 88%
- Returned \$125 million in capital to stockholders in 2022 in the form of cash dividends

¹ Please refer the calculations of tangible book value (TBV) per share and return on average tangible common equity (ROATCE) to 2022 [Annual Report on Form 10-K](#).

Awards and Recognition

- Ranked as a Best Bank by Forbes (2023)²
- Ranked as a Top Public U.S. Bank by S&P Market Intelligence³
- 5-Star Rating from Bauer Financial—Awarded consecutive quarters since 2005
- 2022 Outstanding Corporation awarded by the Association of Fundraising Professionals, Orange County
- 2022 Honoree of the Civic 50 Orange County List
- 2022 Partner in Hope Award by Families Forward
- 2022 Sunshine Award Honoree of GRID Alternatives Inland Empire
- 2022 Community Impact Distinguished Partner by COR Community Development Corporation

² © 2023 Forbes Media LLC. Used with permission. Pacific Premier Bank is a wholly owned subsidiary of Pacific Premier Bancorp, Inc.

³ Pacific Premier Bank is a wholly owned subsidiary of Pacific Premier Bancorp, Inc.

OUR CULTURE

Every day we strive to set ourselves apart from our peers through our superior service, dedication, and commitment to our clients and employees.

OUR PHILOSOPHY IS SIMPLE:

Provide our people with the tools and resources needed for career development, while respecting the importance of a healthy work-life balance.

Our organization is driven by an amazing group of approximately 1,430 team members working together to provide quality solutions for commercial businesses, nonprofit organizations, and consumers.

Our employees are an essential part of our success. We strive to provide opportunities for team members to use their unique skills, talents, backgrounds, and experiences to make an impact at the client, community, and organizational level.

We have adopted a set of "Success Attributes" as principles that help guide how we operate the organization and interact with each other. They also inspire us to deliver at the absolute highest level for our clients, communities, and stockholders, which contributes to our success as one of the best-performing banks in the country.

Our Success Attributes:



ACHIEVE

Our achievements are how we are measured individually and as an organization.



COMMUNICATE

By communicating and collaborating with each other, we make better decisions.



IMPROVE

Having a winning attitude means understanding we can always do better both personally and as an organization.



INTEGRITY

We conduct business in the right way and take responsibility for our actions.



URGENCY

We operate with a sense of urgency by making decisions today, not tomorrow. Our clients and colleagues deserve nothing less.

ESG PROGRAM FRAMEWORK

2022

**We conducted our first
materiality assessment to
identify and prioritize key
ESG initiatives.**

ESG Integration

We are committed to integrating ESG considerations across our business practices and operations. Our priority is to mitigate risk and improve performance, while having a positive impact on our business, society, and the environment. This includes making our operations more sustainable, fostering an inclusive workforce, and addressing social and environmental issues in our communities.

Board Oversight of ESG

Our commitment to ESG begins at the top with our Board of Directors. To assist in this effort, the Board has tasked the Nominating and Governance Committee (composed entirely of independent directors) with responsibility for overseeing the Company's ESG strategy, key policies, and related program. The Nominating and Governance Committee reviews and advises on our ESG policies and disclosures, oversees management's implementation of ESG initiatives, and advises the Board on significant ESG-related matters. While the Nominating and Governance Committee is responsible for overall strategies, policies, and initiatives related to ESG, specific aspects of ESG are also overseen by other Board and management committees. For example, the management-level Human Capital and Benefits Committee oversees strategy, initiatives, and policies specific to diversity, equity, and inclusion. In February 2023, the Board of Directors updated the Nominating and Governance Committee Charter, as well as our Governance Policy, to reflect the significance of Board oversight of ESG-related matters. Our Director of ESG and Corporate Responsibility regularly reports to the Nominating and Governance Committee, which discusses the Company's ongoing ESG initiatives and progress. In addition, the Director of ESG and Corporate Responsibility presents ESG program updates to the entire Board.

ESG Program Management

Our Director of ESG and Corporate Responsibility, who reports directly to our CEO, coordinates the development and execution of strategic initiatives supporting the Company's focus on ESG-related issues. In these functions, the Director of ESG and Corporate Responsibility engages with a broad range of internal and external stakeholders, including the Board of Directors and Board committees, clients, consumer advocates, and community leaders. Additionally, the Corporate Social Responsibility Officer, who reports to the Director of ESG and Corporate Responsibility, oversees the ESG reporting and disclosure process, monitors trends and best practices, supports existing ESG projects, and helps develop new sustainability initiatives.





ESG Leadership

An ESG Executive Steering Group supports the Director of ESG and Corporate Responsibility, Corporate Social Responsibility Officer, and senior management in development, implementation, and management of the Company's ESG program. The ESG Executive Steering Group is chaired by the Director of ESG and Corporate Responsibility, and its current membership includes key members of senior management across the organization, including our President & Chief Operating Officer, Chief Financial Officer, Chief Risk Officer, Chief Human Resources Officer, Chief Credit Officer, General Counsel, Director of Investor Relations, and our Corporate Social Responsibility Officer. The ESG Steering Group oversees the five working groups, including the: Climate Working Group, Sustainability Working Group, Human Capital Working Group, Supplier Diversity Working Group, and Governance & Disclosure Working Group.

ESG Materiality Assessment

- In 2022, the ESG Executive Steering Group conducted a materiality assessment to identify and prioritize the ESG risks and opportunities relevant to the Bank and its stakeholders.
- Several external ESG reporting frameworks and industry best practices were used as a starting point to build a list of material topics.
- By assessing relevant and emerging ESG concerns in the financial services industry, the Group produced a list of 22 potentially material ESG factors.
- These non-financial factors aligned with the categories of Ethics & Governance, Human Capital, Community, and Environment.
- Each ESG factor was ranked and evaluated according to its relative importance to key stakeholder groups and its short- and long-term impact to the Bank.
- The final materiality matrix and assessment findings were then presented to the Bank's leadership team, including the CEO and the Board of Directors.
- We now leverage the materiality matrix as a tool to inform our ongoing ESG strategy and to internally align our Company-wide initiatives and communications going forward.

Highlights

ISS Quality Score*
(As of 12/31/2022)

*The Institutional Shareholder Services (“ISS”) Quality Scores are rated on a scale of 1-10, with a lower score denoting lower risk and higher quality.

ENVIRONMENTAL 3
SOCIAL 2
GOVERNANCE 1

2022 Accomplishments

Published inaugural CSR Report

Provided disclosures consistent with SASB and TCFD frameworks¹

Performed ESG materiality assessment

Implemented enhanced climate risk procedures for credit underwriters

Materially reduced purchase of single-use cups, plates, and utensils in our offices

Sourced 38% of electricity at a key headquarters building in Irvine from renewable resources

Disclosed Scope 1 and Scope 2 emissions

Began assessing Scope 3 emissions

Gallup® employee engagement survey surpassed average participation rates at 88%

Procured carbon accounting software and ESG enterprise reporting solution to track progress

2023 Agenda

Publish annual CSR Report

Continue to integrate ESG factors into organizational strategy, operations, and decision-making

Incorporate climate risk criteria into credit analysis memorandum

Continue to enhance disclosure aligned with key framework standards

Replace kitchenware with eco-friendly non-plastic alternatives or biodegradable options

Launch additional “Premier Inclusion” educational series, enhance strategy to increase employee internal mobility, and boost employee engagement and well-being

Monitor vendor spend with the long-term goal of increasing percentage of spend with small and minority-owned businesses

Sustainable Development Goals (SDGs)

Launched in 2015, the 17 United Nations Sustainable Development Goals (“SDGs”) represent a global agenda for “people and prosperity, now and in the future.” The SDGs are intended for action by governments, organizations, and individuals.

OUR CORPORATE RESPONSIBILITY EFFORTS ACROSS COMMUNITY DEVELOPMENT AND CORPORATE GIVING ALIGN MOST CLOSELY WITH THE FOLLOWING 13 SDGs



¹Sustainability Accounting Standards Board (“SASB”) and the Task Force on Climate-Related Financial Disclosures (“TCFD”)

ESG PROGRAM FRAMEWORK

Stakeholder Engagement

We proactively engage all of our stakeholders—investors, regulators, employees, clients, and community partners. This helps us understand their concerns and better identify emerging trends that may affect our business, shareholder value, and the well-being of our communities. Feedback we receive through our engagement efforts helps us refine our ESG priorities and address the issues that are most meaningful to our stakeholders.

COMMON WAYS WE ENGAGE WITH STAKEHOLDERS INCLUDE:

Stakeholders	How We Engage	Feedback Received	Action Taken
Investors	Engagement calls led by CEO and Lead Independent Director, quarterly earnings calls, annual shareholder meetings, SEC filings, and other corporate presentations	<ul style="list-style-type: none"> Emphasized the importance of independence in Board leadership Commended and encouraged continued focus on Board diversity Advocated for additional disclosure around Board refreshment Encouraged continued efforts around ESG transparency 	<ul style="list-style-type: none"> Improved female and minority board representation Enhanced disclosure around ongoing Board refreshment process Published annual CSR Report with enhanced disclosure consistent with SASB and TCFD frameworks
Regulators	CRA exam, compliance reviews	<ul style="list-style-type: none"> Noted the Company's Outstanding CRA Performance for the last two exams 	<ul style="list-style-type: none"> Sustained commitment to the community
Employees	Gallup employee engagement assessment, quarterly "Let's Talk" sessions, training and development, biquarterly CEO-led town hall meetings, and annual leadership conference	<ul style="list-style-type: none"> Inquired regarding the Company's approach to remote work and flexibility for employees Emphasized the importance of Diversity, Equity, and Inclusion, and asked about resources available for employees 	<ul style="list-style-type: none"> Implemented hybrid work schedule to allow for flexibility Refined Premier Inclusion Strategy, increased outreach efforts to better identify and attract diverse talent
Clients	Regular client communication via in-person meetings, emails, social media, etc. Plus, frequent financial literacy events	<ul style="list-style-type: none"> Advocated for enhanced disclosure regarding cybersecurity and data privacy 	<ul style="list-style-type: none"> Boosted employee cybersecurity training and communications Enhanced preventive, detective, alerting, and defense in-depth technologies
Partners	Industry-focused events and conferences	<ul style="list-style-type: none"> Inquired about supplier diversity 	<ul style="list-style-type: none"> Continued to improve our supplier data collection and reporting efforts
Community	Community needs assessment survey	<ul style="list-style-type: none"> Cited the need for affordable housing, and access to capital for underserved communities Address wealth equity gap through financial inclusion 	<ul style="list-style-type: none"> Addressed community needs through lending and charitable grants Expanded financial education efforts to reach more individuals through dedicated programming and partnerships

GOVERNANCE

We seek to operate the Company in a manner that reflects integrity and high standards in all aspects of our business. We also seek to cultivate an inclusive environment throughout the organization so that diverse perspectives and ideas can be represented effectively. All directors, officers, and employees are expected to exercise good judgment and adhere to high ethical standards. The Company has adopted a number of policies, practices, and controls to help ensure appropriate governance and high ethical standards throughout the organization and its operations.

Our Board

Board Independence

Our [Governance Policy](#) emphasizes independent Board leadership and seeks to ensure the Company is managed for the long-term benefit of its stockholders by requiring the Board to have either a non-executive Chairperson or a Lead Independent Director. Director Chris Mitchell has served as Lead Independent Director since May 2021. Our Governance Policy establishes the responsibilities of the Lead Independent Director. Highlights of the Board’s independence as of December 31, 2022 include:

11 of 12

Directors are independent

All standing Board committees are composed

ENTIRELY OF INDEPENDENT DIRECTORS

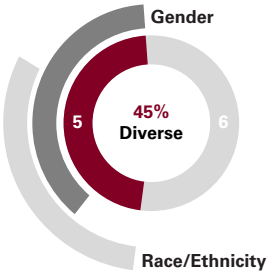
Independent Directors conduct regular executive sessions

LED BY THE LEAD INDEPENDENT DIRECTOR

Board Composition and Refreshment. Our Board regularly reviews the skills and characteristics required of directors to help ensure a qualified Board. These skills and characteristics are set forth in our Governance Policy and described in our Proxy Statement. Diversity objectives are also considered when making recommendations for qualified nominees. Our Nominating and Governance Committee identifies candidates for potential nomination to the Board based on their ability to diversify and complement the Board’s existing strengths.

45%

Independent Director diversity



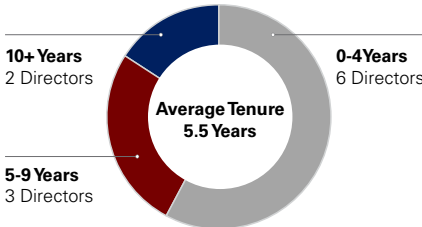
Diversity of Independent Directors

Total Independent Directors	11
Gender	4 36%
Race/Ethnicity	3 27%
Ethnic and/or Gender Diversity	5 45%

55%

of our independent directors have tenures of 4 years or less

Independent Director Tenure at December 31, 2022



GOVERNANCE

Pacific Premier Bancorp Board Diversity Matrix (as of December 31, 2022)				
Board Size	Total Number of Directors: 12			
Gender	Male	Female	Non-Binary	Undisclosed Gender
Number of Directors Based on Gender Identity	6	4		2
Number of directors who identify in any of the categories below:				
African-American or Black		1		
Asian		1		
Hispanic or Latinx	1			
White	5	2		1
Undisclosed				1

Our Process in Action

As of December 31, 2022:

- 55% of our Independent Directors currently have tenures of 4 years or less.
- Six Independent Directors joined our Board during the 4 years ended December 31, 2022.
- The average tenure among our 11 Independent Directors is 5.5 years.
- 36% of our Independent Directors are women.
- 45% of our Independent Directors are women and/or demonstrate ethnic diversity.
- 50% of our Board Committees are chaired by women Independent Directors.

Board Best Practices

Our Nominating and Governance Committee and full Board regularly review governance best practices and our governance practices relative to those of our peers. Some of our Board practices include:

- The Chair of the Nominating and Governance Committee, in conjunction with the Lead Independent Director, leads annual Board and committee assessments and conducts interviews with Individual Directors as part of the assessment process.
- The full Board and its independent committees are responsible for strategic planning and risk oversight, including in the areas of climate-related risk, information security risk, and enterprise-wide risk. See the below sections entitled “Risk Oversight—Board Oversight of Enterprise Risk Management” and “Data Security and Information Privacy—Board Oversight.”
- Our directors are subject to robust stock ownership guidelines.
- Outside Board service is limited to three additional public company boards.
- Board members have direct access to all of our senior executive officers.
- None of our directors are involved in related-party transactions.

NEW BOARD MEMBER SPOTLIGHT: DIRECTOR ROSE MCKINNEY-JAMES



ROSE MCKINNEY-JAMES

Joined the Board in March 2022

Managing Principal, Energy Works Consulting LLC and McKinney-James & Associates

ESG Leadership:

Extensive background in corporate social responsibility, public service, and nonprofit volunteerism

Director, MGM Resorts International and Chair of the Corporate Social Responsibility and Sustainability Committee

Director, American Council on Renewable Energy

Expertise:

- ESG Oversight
- Enterprise Risk Management
- Public Company Governance
- Regulatory Compliance

Accountability to Stockholders. Our governance documents reflect robust stockholder rights, highlighting our efforts to build long-term shareholder value. Some of the policies and practices we have adopted to demonstrate our Board’s accountability to stockholders include:

- We have an active shareholder engagement program, which incorporates feedback into Board deliberations and decisions.
- Our bylaws provide for annual election of all directors.
- Our bylaws establish a majority vote standard on all voting matters (with the exception of contested director elections).
- Stockholders have the ability to call a special meeting with 10% support.

Executive Compensation. Our Compensation Committee has established three key principles that provide the framework for our executive compensation program: (a) alignment with stockholder interests; (b) payment for performance to align compensation with value creation; and (c) attracting and retaining key executives. During 2021 and 2022, acting on feedback we received from our investors, we enhanced the compensation disclosure in the Compensation Discussion & Analysis section of our proxy statement to increase clarity and transparency regarding our compensation programs. Our Board and Compensation Committee continuously evaluate the pay-for-performance elements of our compensation program to determine whether compensation properly reflects our performance on a standalone basis and in the market. Please review our latest Proxy Statement for a more full discussion regarding Executive Compensation.

Ethics

Code of Conduct

We have adopted a [Code of Business Conduct and Ethics](#) (“Code of Conduct”) that outlines fundamental ethical principles that all our employees and affiliates (including directors, the CEO, and all other officers and employees of the Company) are expected to follow. Our Code of Conduct operates as a tool to help our directors, officers, and employees understand and adhere to the high ethical standards required for employment, or association with, the Company.

All employees are required to attest their adherence to the Code of Conduct annually and to complete annual training to ensure compliance with the Code of Conduct and other applicable ethics and compliance policies.

Under our Code of Conduct, all employees and directors are required to report any known or suspected violations or illegal or unethical behavior or activity, including conflicts of interest that involve the Company. Individuals who become aware of any suspicious activity or behavior, including concerns regarding questionable accounting or auditing matters, are required to report those circumstances and any potential violations of laws, rules, regulations, or our Code of Conduct to their supervisor or a human resources representative, or file a report using the Company’s Ethics Hotline.

The Bank reviews compliance with the Code of Conduct and escalates any allegations of noncompliance for appropriate investigation.

GOVERNANCE

Conflict of Interest

Our directors, executive officers, and all other employees are expected to avoid any action, position, or interest that conflicts with an interest of the Company, or gives the appearance of a conflict. As a result, our directors must disclose all business relationships with the Company and any other outside business relationships that present an actual or potential conflict of interest to the entire Board and to recuse themselves from discussions and decisions affecting those relationships. In addition, each director is subject to the Company's Related Party Transactions Policy, pursuant to which transactions between the Company and any of our directors or certain of their affiliates need to be approved or ratified by disinterested members of the Nominating and Governance Committee if not otherwise pre-approved under the terms of the Policy.

Whistleblower Policy

Our Code of Conduct provides protection for whistleblowers and prohibits retaliation in any form against a whistleblower. Employees may contact our third-party Ethics Hotline to report any concerns regarding illegal or unethical behavior by an insider, conflicts of interest, internal accounting controls, or similar matters. Our Whistleblower Policy encourages directors, officers, and employees to report any instances of illegal or unethical behavior without fear of retaliation. The policy applies to all of the Company operations and employees. Reports to the Ethics Hotline may be made either via a toll-free telephone number or email. All reports are strictly confidential and may be made on an anonymous basis. All reports submitted under the Whistleblower Policy are appropriately investigated under the oversight of the Bank's Legal Department with appropriate corrective action taken as warranted. Employees receive annual training and periodic communications as a reminder of the Company's policy and access to the reporting tool.

Anti-Bribery/Anti-Corruption

Our [Code of Conduct](#) specifically prohibits employees from requesting or accepting gifts, favors, entertainment, or services for themselves, their family members, or anyone else from any individual or organization doing business with the Company. The Nominating and Governance Committee has ultimate oversight of the Company's anti-bribery and anti-corruption policies and practices.

Enterprise Risk Management, Compliance, Audit

Our Board of Directors sets the "tone at the top."

Under our Board's oversight, we have adopted a three-line of defense model to control risk-taking, which applies to our entire organization, including compliance.

First Line of Defense

Business Lines and Support Functions—Identify, assess, monitor, and manage risk in these areas in accordance with established policies and procedures.

Second Line of Defense

Risk, Compliance, and Information Security Functions—Coordinate and oversee the implementation of the enterprise risk management framework, including monitoring the risk management activities of the first line of defense, and providing effective challenge to management's decisions.

Third Line of Defense

Internal Audit—Provide independent assurance to the Audit Committee of the Board on the design and effectiveness of our internal controls.

This three-line of defense model is consistent with regulatory expectations and industry best practices.

Enterprise Risk Management

Prudent risk management is an integral component of our corporate governance and organizational culture. We believe that our emphasis on risk management is critical to achieving our strategic goals and objectives.

Oversight of Enterprise Risk Management

Our Board has established an Enterprise Risk Committee, comprised entirely of independent directors, to oversee the design and implementation of our enterprise risk management program.

The Enterprise Risk Management function is led by our Chief Risk Officer, who has more than 20 years of experience. The Chief Risk Officer reports directly to the CEO and chairs the Enterprise Risk Management Committee, which is responsible for:

- Monitoring and reviewing our enterprise risk management framework and risk appetite for credit, market, liquidity, operational, information technology/information security, compliance and legal, strategic, and reputation risks.
- Monitoring and reviewing the adequacy of our enterprise risk management functions.

Compliance

We have developed a comprehensive compliance and audit program that reinforces our organization-wide commitment to regulatory compliance, consumer protection, and transparency.

Our Chief Compliance Officer, who has more than 30 years of experience, manages our Compliance Management System, which is built upon on the following pillars of sound risk management:

- Board and senior management oversight;
- compliance control structures;
- consumer complaint review and response; and
- independent review / compliance audits.

GOVERNANCE

Internal Audit

Our Internal Audit function covers all areas of the organization, including, but not limited to, cybersecurity, regulatory compliance, data governance, credit administration, and underwriting. The audit function is led by our Chief Audit Executive, who reports directly to the Board's Audit Committee and has more than 20 years of experience.

Fair and Responsible Banking Policy

Pacific Premier Bank works to uphold high ethical standards and practices in all areas of our business through a combination of formal policies and procedures, employee training, conscientious governance, and effective oversight mechanisms. We offer our products and services in an honest, transparent, and responsible manner that adheres to the spirit of applicable fair and responsible banking laws. This is accomplished by treating everyone fairly, consistently, and equitably without regard to race, color, religion, national origin, age, sex, gender identity, marital status, sexual orientation, disability, familial status, veteran status, income derived from any public assistance program, or an applicant's exercise of any right under the Consumer Credit Protection Act. Our fundamental mission is to maintain the highest levels of corporate responsibility while providing value to our customers, employees, and stockholders.

Our Fair and Responsible Banking Policy outlines the framework we use to help ensure compliance with applicable fair banking laws (including fair lending), and sets forth standards required of our employees. All employees are expected to demonstrate and foster an inclusive culture that does not tolerate any form of unlawful discrimination or disparate treatment in any aspect of the Bank's operations.

Fair and responsible banking is core to how we conduct our business. We maintain an integrated and comprehensive program to help ensure compliance with all applicable consumer protection laws, regulations, and guidance. That program includes care and rigor with respect to, but not limited to:

• Responsible Marketing and Advertising	• Product/Service Development and Oversight
• Responsible Sales Practices	• Fair Debt Collection Practices
• Complaint Management	• Whistleblower Program
• Privacy of Information	• Employee Training

Senior management level committees provide additional compliance-related oversight that is supplemented by comprehensive internal policies, procedures, and reporting mechanisms.

Marketing and Advertising

The Company is committed to fair and transparent marketing and advertising practices, and promotes its products and services with integrity in an honest manner that cultivates trust and confidence, and is reflective of the diverse communities we serve. The Company's Marketing and Advertising Policy, which applies across the organization, outlines the expectations to support fair and responsible marketing activities that include:

- Transparent pricing information;
- Use of clear and bold print where appropriate and/or required; and
- Compliance with all federal and state laws and regulations, including Unfair, Deceptive or Abusive Acts or Practices (UDAAP), Truth in Savings Act, Fair Housing Act, Equal Credit Opportunity Act, Truth in Lending Act, Fair and Accurate Credit Transactions (FACT) Act, The Interagency Statement on Retail Sales of Non-Deposit Investment and Insurance Products, and the CAN-SPAM Act of 2003, among others.

Employees responsible for the development of marketing and advertising programs receive job specific training to ensure familiarity with applicable laws and regulations. Additionally, all of our marketing and advertising materials receive a secondary compliance review before publication to help ensure both adherence with applicable laws and regulations and that communications provide the consumer with clear and appropriate information to make informed decisions.

Product/Service Development and Oversight

The Company is committed to developing responsible financial solutions that meet our clients' needs. All product and service offerings are subject to stringent due diligence considerations, and are developed and implemented according to the Company's risk management principles, overall business objectives, and regulatory compliance responsibilities. Product and service offerings also consider fair access to financial services and fair treatment of all clients in accordance with the Company's values and applicable law.

Our New Activity Risk Management Policy establishes a governance process for developing and implementing new, modified, and enhanced products and services to ensure risks are properly identified, understood, and managed. Risk management for new products and services is a shared responsibility of management and the Company's Board of Directors. Proposed products and services are developed through a collaboration of various subject matter experts from across the organization, including Compliance, Legal, Marketing, Enterprise Risk Management, and line of business management to develop products, services, and related marketing materials that clearly describe the product or service in order to help consumers make informed decisions. This framework helps ensure our financial solutions are delivered consistently with the Company's values, ethical standards, policies, and practices.

GOVERNANCE

Sales Practices

As a federally regulated banking institution, the Company is subject to strict regulations and guidelines regarding responsible sales and employee compensation practices. Some of those requirements include the Federal Communications Commission's (FCC) Telephone Consumer Protection Act (TCPA) of 1991, the Federal CAN- SPAM Act of 2003, and other prohibitions against Unfair, Deceptive or Abusive Acts or Practices (UDAAP). The Company is committed to ensuring compliance with all such standards by using clear and concise advertisements, disclosures, and other responsible sales practices.

All employees who engage in any type of sales activity must complete required sales training courses to help ensure exceptional customer service that is provided in an honest and truthful manner consistent with the Company's Code of Business Conduct and Business Ethics Policy and applicable fair banking standards.

Debt Collection Practices

As part of our commitment to support the communities we serve, the Company fosters respectful, transparent, and conscientious debt collection activities that comply with applicable consumer protection and debt collection laws. These efforts include ongoing employee training and oversight of their debt collection activities, as well as educating our borrowers about proper payment habits. Our Fair Debt Collections Practices Policy applies across the organization and helps to ensure compliance with all applicable laws and regulations, as guided by the Federal Fair Debt Collection Practices Act.

The Company always strives to be courteous, respectful, sympathetic, and tactful to the borrower's circumstances, while educating customers about the importance of keeping payments current and maintaining their credit standing. We also partner with non-profit organizations to help educate borrowers and build strong financial habits. For more details, please see our "Financial Inclusion" section.

Complaint Management

As a general matter, we value all client feedback and view it as an important tool to help us better understand where we excel, where we can improve, and how best to meet the expectations and needs of our customers and the communities we serve. We provide multiple channels for consumers to submit complaints or otherwise provide us with their feedback, whether verbally or in writing, in-person, via telephone, or electronically.

All client feedback and complaints are tracked centrally and systematically documented by our Compliance Department. Additionally, customer complaints are investigated to assess root cause, analyzed for potential trends or unexpected patterns, and are regularly reported to senior management. We consider client feedback as an opportunity for improvement and take appropriate corrective action measures to address noted concerns in a timely manner, which may include the development of new products and services, enhanced employee training, or improved customer communications.

Privacy of Information

The Company views its obligation to safeguard and maintain the confidentiality of sensitive customer information as a core tenet of its responsibilities. As a general rule, the Company does not share or sell customer information, and we treat all customer information as private and confidential. Customers are informed up front about the use of their information (e.g., required use in order to complete a requested transaction) and are provided the ability to opt-out of receiving various communications.



GOVERNANCE

Employee Training

Our employees are required to complete a broad range of training of ongoing that includes, but is not limited to, the Company’s ethics and professional standards, regulatory compliance, fair and responsible banking, information privacy and security, fraud, and other client service-related topics. Employees must also attest to their adherence with the Company’s Code of Conduct upon commencing their employment and annually thereafter. The Code covers various topics, including bribery, corruption, insider trading, gifts, political activity, equal employment opportunity, conflicts of interest, and more. Most employees are required to complete an average of 20 hours of compliance-related training each year, in addition to other job-specific training.

Financial Crimes
<ul style="list-style-type: none"> • Lighthouse Whistleblower • Regulation O: Insider Lending • Bank Secrecy and Money Laundering • The Foreign Corrupt Practices Act
Consumer Protection / Fair Banking
<ul style="list-style-type: none"> • California Consumer Privacy Act • Unfair, Deceptive, Abusive Acts or Practices (UDAP/UDAAP) • Fair Lending • Fair Debt Collection Practices • Fair Service • The Right to Financial Privacy • Real Estate Appraisals and Evaluations • Prevention of Financial Elder Abuse • ADA and Customer Service • ADA and Facilities Management • Mortgage Loan Servicing
Responsible Advertising
<ul style="list-style-type: none"> • Regulation Z • Regulation DD • Advertising Consumer Credit • Complying with Deposit Advertising Rules • The CAN-SPAM Act
Cybersecurity and Data Privacy
<ul style="list-style-type: none"> • Information Protection • Security Awareness

Bank Secrecy Act/Anti-Money Laundering (“BSA/AML”) Policy

We have adopted a BSA/AML Policy that establishes the framework of our BSA/AML program. It also outlines the requirements necessary for Pacific Premier and its employees to comply with BSA/AML laws and regulations that are designed to detect and prevent financial crimes such as money laundering and terrorist financing. Our Policy prohibits the Bank from knowingly conducting business with anyone engaged in any form of money laundering, terrorist financing, or similar illicit activities. Our BSA/AML Policy is applicable to all employees and is designed to prevent the organization from being used as an intermediary to facilitate money laundering or other financial crimes. Without limitation, our BSA/AML program includes a BSA/AML risk assessment, monitoring and reporting of suspicious activities, screening customers against lists of known or suspected terrorists and other specially designated nationals (SDNs), screening and identification of politically exposed persons (PEPs) and close relatives, customer identification procedures for in-person and non-face-to-face interactions, “know your customer” (KYC), and customer due diligence (CDD), and enhanced due diligence (EDD) programs. The Bank maintains a record retention program, including records required by applicable BSA/AML laws and regulations, and mandatory employee BSA/AML training that includes computer-based sessions, webinars, seminars, face-to-face training, and AML conferences. The BSA/AML program receives an annual independent assessment of its overall effectiveness in meeting the legal and regulatory requirements related to internal controls, training, and BSA Officer qualifications. As part of overall governance of the BSA/AML program, the Chief BSA Officer provides the Board with periodic reports about the Bank’s BSA/AML performance and activities.

GOVERNANCE

Business Resilience

Our Business Continuity Management Program (“BCMP”) is designed to provide for the safety of our employees and the sustainability of our organization. The Bank is committed to providing high-quality, resilient services and supporting solutions for our customers and clients. Our integrated business continuity management program oversees enterprise resilience and centralizes incident response, which includes potential ESG-related environmental risk exposures.

The BCMP is designed to provide an integrated organization-wide continuity program aligned with our business and technology strategies, as well as the requirements of our customers and clients. The Bank’s Business Continuity Management Program is aligned with the Federal Financial Institutions Examination Council (“FFIEC”) guidelines to provide for the safety and soundness of the Bank’s operations during a business disruption event. Our BCMP framework incorporates the following pillars of sound risk management:

- Continuity Planning—an enterprise-wide business impact analysis, risk assessment, incident management, and pandemic and disaster recovery planning process.
- Incident Management—a centralized and coordinated process to enable efficient, effective, and timely responses to potential crises, emergencies, and pandemic incidents of varying severity and types.
- Testing and Exercising of the Bank’s critical processes and systems to regularly validate the Bank’s resiliency and business continuity program effectiveness.
- Governance and Oversight provided by the Business Continuity Management Program Subcommittee, which is responsible to ensure business continuity program effectiveness and adherence, and reports to the Enterprise Risk Management Committee.

To promote resiliency and safety, the Bank routinely brings cross-functional stakeholders together to help ensure that an appropriate level of safety and security measures are in place for employees, clients, and physical assets.

BUSINESS CONTINUITY MANAGEMENT PROGRAM FRAMEWORK





Cybersecurity and Data Privacy

Information security is not only essential to our mission and institutional strategic goals, but it's also a top priority. We support a comprehensive, enterprise-wide information security program and recognize that information security is a shared responsibility to adequately protect the confidentiality, integrity, and availability of information, and reduce risk to an acceptable level.

Information Security Program and Standards

Under the leadership of our Chief Information Security Officer (CISO), we have developed and implemented comprehensive standards and risk-based information security program. Our information security program aligns with the Bank's mission and its strategic goals, while taking into consideration the established enterprise risk tolerance, striking an appropriate balance between security, business requirements, applicable regulations, and freedom to be innovative.

Our information security and privacy programs are aligned with the National Institute of Standards and Technology (NIST) Cyber Security Framework. This framework enables monitoring and evaluation of cybersecurity risk by organizing information, enabling risk management decisions, and addressing emerging threats. The Information Security Program and all applicable policies, processes, and technologies apply to all of the Bank's operations and all employees.

During 2022, we did not experience a material compromise to any of our data systems, platforms, and infrastructure and did not incur any expenses resulting from information security breaches, penalties, or settlements. Should an information security incident occur, we have resources outlined in our Incident Response Plan to assist with forensic analysis, response strategies, and crisis communications.

Cybersecurity Strategy

- **Board Oversight and Risk Management.** The Board of Directors and Enterprise Risk Committee oversee our information security program. The Board of Directors establishes the information security risk appetite, as set forth in the Bank's Risk Appetite Statement, and approves the Information Security Program. Cybersecurity and data privacy risks are integrated into our enterprise risk management process, in which key risk metrics are evaluated by the Enterprise Risk Committee at least quarterly and then reviewed by the full Board. The CISO typically presents updates on the information security program to the full Board of Directors twice each year. Subject to Board oversight, executive management prioritizes cybersecurity initiatives based on risk, emerging threats, and business objectives.
- **Threat Intelligence Technology.** Vulnerability Management and Threat Intelligence programs assess the threat and vulnerability landscape, leveraging industry-leading tools and intelligence to detect, evaluate, prioritize, and track threats and vulnerabilities through mitigation and/or remediation. The program includes regularly scheduled internal and external risk-based scanning scheduled weekly, monthly, and ad hoc as needed.
- **Testing and Auditing.** We regularly test and audit our cybersecurity and data privacy program, utilizing both internal resources and externally contracted third parties. Our Internal Audit department is charged with auditing our cybersecurity and privacy programs, among other responsibilities. We also contract with a well-known third-party cybersecurity firm to conduct annual penetration testing. Finally, we are audited by an independent firm with expertise in information security. Leveraging all these resources helps us adhere to industry best practices and to maintain a disciplined approach.

GOVERNANCE

- **Employee Education and Training.** We promote cybersecurity education through a security awareness, training, and education program that provides consistent and focused training to educate employees, raise awareness, and change behaviors. Security campaigns are launched to test the effectiveness of the training provided, including email phishing, online computer-based training, and periodic/targeted corporate communication bulletins.
- **Investment.** We continually invest in leading-edge information security tools and a team of dedicated cybersecurity professionals to leverage technologies to identify and mitigate existing and emerging threats.
- **Data Protection Protocols.** Cybersecurity frameworks, policies, and standards meet compliance initiatives and requirements to ensure proper data protection, including encryption of all data and clear policies governing access to and control of data.
- **Controls.** Enhanced security controls, including multifactor authentication and fraud monitoring, represent a key element of our cybersecurity program.
- **Partnerships.** Our program is augmented by partnerships with industry-leading third-party security providers for system monitoring, threat intelligence, and incident response.
- **Cyber Insurance Policy.** Cyber insurance coverage is in place to protect the Bank, its employees, clients, and shareholders.
- **Incident Response Plan.** Our incident response plan governs and guides responses to physical, privacy, or data security incidents and emergency events in accordance with federal and state privacy laws. The plan provides the business with an effective response when an incident is identified and reported. The plan also includes notification of key authorities and stakeholders, including those impacted based on state and federal requirements. The Bank also maintains a business continuity program that addresses crisis management, business impact, and data and systems recovery.
- **Third Party Risk Management.** Data protocols are included in contracts with third parties to safeguard against the destruction, loss, alteration of, or unauthorized access to confidential/customer information. All vendors with access to confidential information must have a risk review performed by Information Security prior to onboarding.

Customer Privacy

Pacific Premier Bank adheres to all federal and state regulations as they relate to the privacy and confidentiality of information supplied by individuals who obtain a financial product or service. The Bank maintains a [Privacy Policy](#), which applies to all operations, to protect consumer and customer financial privacy and ensure that consumers and customers are informed and notified about the Bank's information-sharing practices. This includes a commitment to collect and process data that is limited to its stated purpose and collected through lawful and transparent means, a commitment to notify individuals in a timely manner in the event of a policy change or data breach, and clear terms governing the collection, use, sharing, and retention of data.

All employees are educated at least annually about the importance of consumer and customer confidentiality, information security, and privacy. In addition, security procedures have been implemented that help prevent unauthorized access to consumer and customer information and will safeguard the information that is exchanged with third parties in accordance with applicable laws and regulations, including the Graham-Leach-Bliley Act (GLBA), Federal Right to Financial Privacy Act (RFPA), and California Privacy Rights Act (CPRA).

For more information about privacy and information security, please view our most recent [Form 10-K](#).

Political Involvement and Activity

We do not engage lobbyists or make political contributions, nor did we receive any financial assistance from the U.S. government in 2022.

ENVIRONMENTAL

We recognize that climate change poses significant global challenges that can, directly or indirectly, impact the Bank, our employees, clients, and communities. At Pacific Premier, we are answering the call with actions to ensure that we are a part of the collective transition to a greener economy. This section outlines our sustainability strategy and the progress we've made thus far, as well as the additional work we are undertaking to continue to contribute to a more sustainable future.

Our Sustainability Strategy

We are working to incorporate environmental sustainability throughout our operations, products, services, and culture to drive efficiencies and promote sensible use of resources while creating safe and healthy workplaces.

Our approach to sustainability is guided by our [Environmental Sustainability Policy](#), which outlines our pledge to protect the environment and address climate change.

Central to our sustainability strategy are initiatives designed to reduce our daily energy use—the largest portion of our operational footprint. This includes the procurement of renewable energy, and the use of occupancy sensors, temperature control, Energy Star-compliant appliances, and LED lighting. It also includes the ongoing reduction of internal print production and a shift toward digital services for our clients.

Another important element of our strategy includes providing meaningful opportunities to our employees to be part of the solution. We launched our first company-wide effort “Premier Green Impact” to encourage employees to commit to measurable actions that produce a positive environmental impact.

Lastly, we recognize the potential for the effects of climate change to disproportionately impact underserved communities that are less able to prepare for and recover from events brought on by extreme weather conditions. As a community partner, we are committed to addressing and helping alleviate the environmental challenges faced by underserved communities. We believe we can play a role to prepare these communities by seeking opportunities to provide lending, grants, and investments that promote equal access to clean, healthy, and sustainable home and workplace environments.

As we continue to improve, our priorities include disclosing the most relevant performance metrics and aligning our environmental stewardship efforts with the principles and guidance of prevalent ESG reporting standards, including those associated with the Sustainability Accounting Standards Board (“SASB”) and the Task Force on Climate-Related Financial Disclosures (“TCFD”), as well as the feedback we receive from our investors and advisors.

2022

38% of electricity at one of our Irvine headquarters is sourced from renewables



ENVIRONMENTAL



Risks and Opportunities

Our business, as well as the operations and activities of our clients, could be negatively impacted by climate change. Climate change presents both immediate and long-term risks to the Company and our clients, and these risks are expected to increase over time. Climate change presents multifaceted risks, including: operational risk from the physical effects of climate events on the Company and its clients' facilities and other assets; credit risk from borrowers with significant exposure to climate risk; transition risks associated with the transition to a less carbon-dependent economy; and reputation risk from stakeholder concerns about our practices related to climate change, the Company's carbon footprint, and the Company's business relationships with clients and vendors who operate in carbon-intensive industries. For more details about our climate-related risks, please see the [latest 10-K](#).

Physical Risk

We are susceptible to losses and disruptions caused by fire (particularly in California, where we have 44 of our branches), power outages, telecommunications failures, water shortages, floods, and other extreme weather conditions. Climate change may contribute to or exacerbate these conditions. Our integrated Business Continuity Management Program oversees enterprise resilience and provides crisis management and oversight to ensure employee, technology, and workspace resilience. For more details about our program and framework, please review our [Business Resilience section](#).

Transition Risk

Our borrowers are also susceptible to risks arising from the transition to a low-carbon economy, including policy changes, energy costs, and shifts in market and customer sentiment. At this time, we have limited exposure to sectors with the highest transition risk levels including oil, gas, and coal mining. However, we are aware that the effect of changing regulation and evolving consumer preferences may affect our depositors and borrowers in the future.

As evolving political and regulatory conditions accelerate the transition to a low-carbon economy, we are actively monitoring the channels through which climate-related risk will be identified, evaluated, and mitigated. Our intent is to continue to build mechanisms to incorporate climate-related risk into how we manage and oversee risks internally and with our clients.



Credit Risk

Increased severity and frequency of physical climate risk events can also have an adverse impact on our borrowers. Some of these risks are partially addressed through insurance requirements.

As the impact of climate change unfolds, we will continue to assess and manage our exposure, layer additional climate-related factors to credit analysis, and monitor insurance premiums and availability.

Climate-Related Risk Identification and Assessment

Emerging risks such as climate risk are currently identified and assessed by our Enterprise Risk Management team.

Climate-related risks are incorporated in our enterprise-wide Risk and Control Self-Assessment (RCSA), which is a process we use to identify, assess, and report on risk exposures and the strength of controls. The RCSA also provides the basis for prioritizing risks and risk mitigation activities across business areas and risk categories. Results of the RCSA are used to drive management action plans and report key risks to executive management, the Enterprise Risk Committee, and the Board.

Climate-Related Credit Risk Management

In 2022, we established a governance structure to facilitate clear dialogue across the Bank regarding climate risk within the loan portfolio.

We created a Climate Risk Working Group to oversee the Bank’s approach to managing climate-related credit risks. The Climate Risk Working Group is a cross-functional team that includes representation from Credit and ESG & Corporate Responsibility. A senior officer from the Portfolio Management and Underwriting group who reports to the Chief Credit Officer leads and coordinates all climate-related credit risk efforts, and this group is actively monitored and advised by both the Chief Credit Officer and the Chief Risk Officer.

During 2022, the Climate Risk Working Group met periodically to discuss potential implication to the Bank’s loan portfolio and to develop internal guidance related to the identification and documentation of climate-related credit risks.

Our goal for 2023 is to continue to expand our analysis of climate-related credit risk across different business sectors and geographies to which we have credit exposure.

ENVIRONMENTAL

Metrics

Our approach to measuring greenhouse gas emissions data helps us manage our energy and resources efficiently, while identifying opportunities to reduce our impact. We continue to work with an independent sustainability consulting firm to obtain an initial baseline assessment of our operational emissions inventory. The assessment is based on principles and methods described in the GHG Protocol Corporate Accounting and Reporting Standard,¹ including the analysis of both location- and market-based emissions across Pacific Premier's operating control boundary.

OPERATIONAL METRICS – SCOPE 1 & 2

Scope	Resource	2021 Emissions (mt co2e)	
		Location-Based	Market-Based
Scope 1	Diesel Generator	1	1
	Mobile Diesel	12	12
	Mobile Gasoline	22	22
	Natural Gas	231	231
	Refrigerant	261	261
Scope 2	Electricity	1,726	1,713
	<i>Total Scope 1</i>	<i>526</i>	<i>526</i>
	<i>Total Scope 2</i>	<i>1,726</i>	<i>1,713</i>
	<i>Total Scope 1+2</i>	<i>2,252</i>	<i>2,240</i>

In 2022, we have continued to mature our efforts by assessing our Scope 3 emissions in a number of categories we have deemed relevant to our business. As we continue to improve our transparency and quality of our data, we expect to disclose additional metrics.

Next Steps

We have established steady goals to meet the challenge of operating more sustainably. Within the next few years, our goal is to meet a significant part of our electrical needs from renewable resources. We also plan to:

- Establish short-term and long-term strategies to reduce our Scope 1 and Scope 2 emissions;
- Continue to improve data quality and transparency for our Scope 3 emissions;
- Create actionable plans to achieve carbon neutrality; and
- Explore specific targets to track our progress.

¹The Greenhouse Gas Protocol is a comprehensive global standardized framework for allocating and reporting carbon emissions.

ENVIRONMENTAL

Minimizing Our Footprint

We take pride in supporting resource preservation through recycling, waste management, and responsible use of energy. Our efforts to reduce our environmental impact are yielding successful results. For example, simply by shredding, recycling, and facilitating paperless transactions, we have saved:

50%

Approximately 50% of our clients opted out of receiving paper statements



Trees

4,588



Cubic Yards of Landfill

773



Pounds of Waste

525,264



Gallons of Water

1,983,948

We also encourage conservation and recycling in the communities, along with other strategies to reduce our carbon footprint by offering paperless statements and digital banking services to our clients.

We have experienced significant growth in client digital services. In 2022, business and personal digital banking engagement grew 14.7% and 6.5%, respectively, compared to 2021. We also continue to successfully encourage our clients to shift to online and mobile banking, and to receive their account statements and other documentation electronically. Over half of our clients opted out of receiving paper statements in 2022.

In 2022, we continued to seize opportunities to minimize our operational footprint across the company. Within our HOA division, we were able to reduce the number of scanners required per client from two to one for certain services. Our single scanner solution allows us to provide the same great service while optimizing our resource and operating more sustainably. To further reduce our in-office waste, we are working toward eliminating non-recyclable plastics from our galleys and encouraging employees to utilize the reusable products distributed by the organization. In 2022, we mostly phased out purchases of non-recyclable plastic kitchenware items and in 2023, we plan to replace our inventory with eco-friendly alternatives.

38%

38% of our total square footage was LEED™-certified or equivalent, including six branch locations

25%

Almost 25% of our employees based in Denver, Colorado, use public transit to get to the office

We encourage the reduction of carbon emissions by promoting the availability of electric vehicle charging stations at our facilities. As of the date of this communication, we have 100 electric vehicle charging stations available to clients and employees at our branch locations and corporate offices. To further encourage our employees to engage in a culture of sustainability outside the office, we offer a company-wide Transit Commuter Benefit, which can help employees reduce commute stress, cut commute cost, and minimize their contribution to traffic congestion and local air pollution.



Electronic Waste

We strive to reuse electronic equipment whenever possible. In 2022, we collaborated with Human-I-T in an effort to bridge the digital divide by donating unused technology items to help nonprofit organizations provide equipment to those in need.

With our support, Human-I-T creates equitable access to opportunity by providing devices, internet access, digital skills training, and tech support for communities left on the wrong side of the digital divide.

Instead of polluting the Earth, our donation provided:

- 39 Devices for people in need
- 59 Digital literacy learners with the knowledge to unlock their potential
- 161 High-speed internet connections at low or no cost

We diverted 2,772 pounds of electronic waste from landfills, which made an environmental impact equivalent to:

- 4 Barrels of oil saved
- 80 Pounds of toxic metals diverted
- 29 Trees planted

ENVIRONMENTAL

Creating a Culture of Environmental Awareness

We created the Premier Green Impact Program with the following objectives in mind:



Educate

Employees about sustainability



Increase

Internal awareness of our commitment to sustainability



Create

Simple ways for employees to get involved in sustainability efforts



Reduce

Environmental footprint

Raising Awareness

We conducted an Environmental Awareness Survey to gauge the level of employee interest and engagement around sustainability.

Some of the highlights included:

- 54% response rate
- 61% of employees were familiar with Pacific Premier environmental efforts
- 63% of employees identified environmental issues as extremely important
- 44% of employees viewed environmental sustainability as a key concern



Child Creativity Lab

To reduce waste and practice responsible consumption, we partnered with Child Creativity Lab (CCL) to support its Depot for Creative Reuse initiative to help keep landfills free from readily reusable items.

Through the Depot for Creative Reuse initiative, Child Creativity Lab provided STEAM (Science, Technology, Engineering, Art, and Mathematics) kits to children throughout Orange County, California, made with reclaimed and upcycled materials donated from local businesses and individuals.

In addition to grant support for the initiative, Pacific Premier employees collected more than 23 pounds of donated recyclable materials from several Orange County locations to help reduce our carbon footprint and inspire creativity in local kids. The materials collected contributed to more than 6,000 STEAM kits distributed to students throughout Orange County.

CCL's initiative helped divert over four tons of material from landfills in 2022, while fostering the next generation of critical thinkers, problem solvers, innovators, and leaders through hands-on creativity-enhancing exploration!

ENVIRONMENTAL

BUILDING SUSTAINABLE PARTNERSHIPS

Through community engagement and organizational partnerships, we strive to better understand environmental issues and identify solutions.



REACH

During 2022, we partnered with REACH in California's Central Coast and its Workforce Development Program for Clean Tech and Offshore Wind Energy. Our support enables REACH to lead the Central Coast in building a regional supply chain for offshore wind power, and to create a green energy sector that can provide affordable clean energy and career opportunities for local residents.

The 3GW wind farm is projected to produce \$262 million in annual economic impact and 650 long-term jobs with an average annual wage of \$89,000.



GRID Alternatives

We believe in revitalizing environmentally disadvantaged neighborhoods and communities through access to no-cost solar for low-income homeowners. Since 2018, we provided \$78,000 in grant support to several GRID Alternatives chapters for initiatives such as solar workforce training and solar installation for underserved and minority communities.

In 2022, 10 of our employees participated in a solar install day with GRID Alternatives of Los Angeles.

The efforts resulted in the install of 3.2 kW of solar power, which is projected to prevent 52.37 tons of carbon emissions, the equivalent of planting 935 trees and an \$18,800 cost savings over the systems' lifetime.

ENVIRONMENTAL

Beach Cleanup



Heal the Bay

As part of Pacific Premier's ongoing support to preserve the environment, our employees and their families joined Heal the Bay for its Coastal Cleanup Day that was hosted at more than 35 sites across Los Angeles. These efforts supported the collection of 11,298 pounds of trash and 313 pounds of recyclables. In addition to participating in the beach cleanup, Pacific Premier donated \$5,000 to support Heal the Bay's ongoing efforts to protect our coastline and restore our waterways.

Bolts Community Crew Beach Clean Up

In support of Earth Day, the Bolts Community Crew, Powered by Pacific Premier Bank, teamed up with Heal the Bay to collect trash at Dockweiler State Beach, California. Our employees joined the Los Angeles Chargers and other local community members in removing more than 450 pounds of trash from the beach.



Tree Planting

During 2022, 16 of our employees and their families participated in Green City Days, a series of events across 13 Washington cities throughout King, Pierce, and Snohomish counties focused on region-wide urban green space restoration and planting.

The event series provided volunteers an opportunity to work together to plant 5,500 trees and shrubs to restore our local urban forests that clean the air, buffer noise, and retain water to reduce the impacts of flooding.



Green Redmond Day, picture taken by Jim Avery

ENVIRONMENTAL

Investing in Sustainable Communities

We have a long-standing record of investing our time and capital to help strengthen our communities and support organizations and initiatives that serve the disadvantaged. We understand that our ability to mobilize capital puts us in a unique role in the transition to a lower-carbon economy. For that reason, we are committed to supporting the development and implementation of clean energy solutions that benefit the environment as well as our communities.

Our commitment to our communities includes supporting efforts to resolve climate-related problems that disproportionately affect low-income and demographically diverse populations. This may include, but is not limited to, lending, grants, and investments to promote equal access to clean, healthy, and sustainable home and workplace environments.

Across our markets, we continue to finance eco-friendly development that produces green goods or provides green services.

- Solar panel installation projects in San Luis Obispo County
- Installation of fiber optic networks in underserved communities across California, a long-lasting solution that requires less energy and reduces the release of GHG emissions
- Purchase of natural gas trucks to replace old diesel trucks for mail-hauling services in a low-income census tract in Los Angeles County
- Loan to a sanitation service provider to offer environmentally friendly steam cleaning in a low-income census tract in Orange County
- Clean water pump solution loan for wastewater distributor serving a moderate-income census tract in San Bernardino County
- The purchase of an integrated solar battery system that generates less demand for grid power by a solar installation company that serves the Central Coast

OUR OUTSTANDING COMMITMENTS INCLUDE:



\$17M Energy-efficient multi-family properties



\$35M Affordable housing projects with energy-efficient appliances



\$15M New construction of a property equipped with solar energy systems



\$30M Construction projects using sustainability sourced materials



SOCIAL

Our culture and approach to human capital resource management is embodied in our Success Attributes: Achieve, Communicate, Improve, Integrity, and Urgency

People

At Pacific Premier, we celebrate our differences and seek to improve the lives of our clients and employees, while building up our community. These objectives have become especially important over the last three years due to the pandemic.

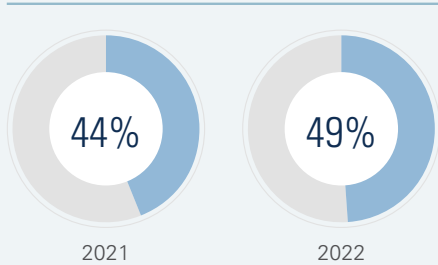
Human Capital

Our culture and approach to human capital resource management is embodied in our Success Attributes: Achieve, Communicate, Improve, Integrity, and Urgency. We also seek to cultivate an inclusive environment at all levels of the organization where diverse perspectives and ideas can be represented effectively. These principles have been the drivers of our performance as we have executed our business strategies and navigated the health, social, and economic environment over the past three years. We have managed our organization through significant challenges and delivered strong financial results, while at the same time supporting the well-being of our employees. We expect and encourage participation, input, and collaboration. We value accountability because it is essential to our success, and we accept our responsibility to hold ourselves and others accountable for meeting commitments and achieving exceptional standards of performance.

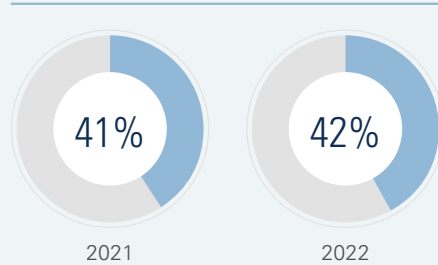
Investing in Our People

We endeavor to provide our employees with career growth opportunities instead of jobs, and as such, full-time employees comprise the majority of our staff. We encourage professional and personal development and offer our employees professional development and training opportunities as well as generous tuition reimbursement resources.

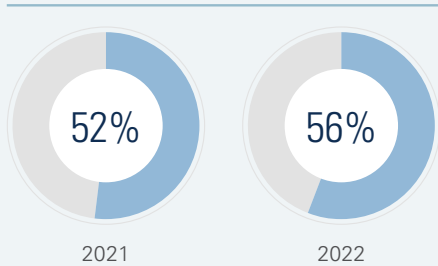
% OF WOMEN IN VP AND ABOVE ROLES



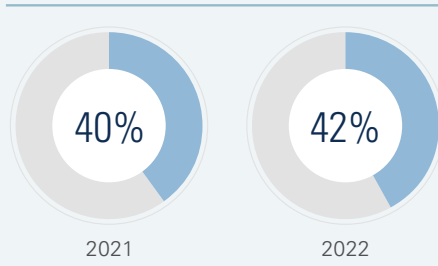
% OF MINORITIES IN VP AND ABOVE ROLES



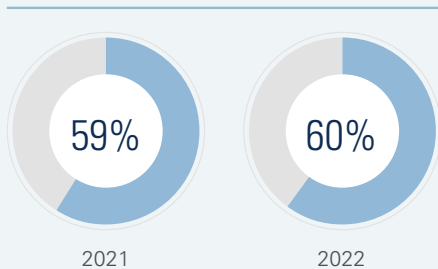
% OF WOMEN IN MANAGEMENT ROLES



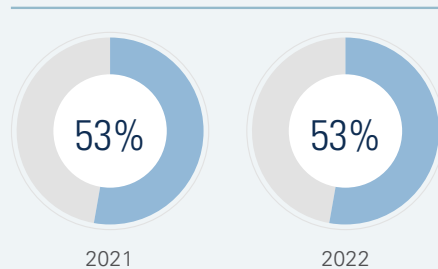
% OF MINORITIES IN MANAGEMENT ROLES



% OF WOMEN IN ENTIRE WORKFORCE



% OF MINORITIES IN ENTIRE WORKFORCE



SOCIAL

Human Rights

We acknowledge that racial disparities, gender inequality, and other significant human rights issues affect our communities. We have an important responsibility to conduct business in a manner that demonstrates our commitment to human rights and the elimination of these barriers. Our policy is to treat all people fairly and with respect. These commitments are expressed in our [Human Rights Policy](#).

The Human Rights Policy is overseen and approved by Pacific Premier's Board of Directors.

Health and Safety

Our [Health and Safety Policy](#) outlines our general approach and commitment to employee health and safety. All employees receive Health and Safety Training via our learning management system, which contains information on Office Safety topics such as slips, trips, falls, hazardous chemicals, emergency procedures, and office ergonomics. Employees receive this training on an annual basis.

We also strive to provide each employee with a safe and healthy work environment. Violence and threatening behavior are not permitted.

The Company has adopted a formal injury and illness prevention program to conduct business activities in compliance with local, state, and federal safety and health regulations and standards. The program covers all facilities and operations of the organization, and addresses on-site emergencies, injuries and illnesses, and general safety procedures.

Diversity, Equity, and Inclusion

We believe diversity has contributed to our success. We do not tolerate discrimination in any form with respect to any aspect of employment. Our current initiatives reflect our ongoing efforts as we continue to foster a diverse, inclusive, and equitable workplace and community. We believe that diversity of thought, backgrounds, and experiences result in better outcomes for all of our stakeholders and empower our employees to make more meaningful contributions within our Company and communities. As individual employees offer their diverse perspectives and unique input, collaboration and teamwork lead to improved outcomes and innovation that can tangibly influence business results. In addition to valuing every unique viewpoint, we are committed to identifying and remediating inequities in compensation outcomes and promotion opportunities.

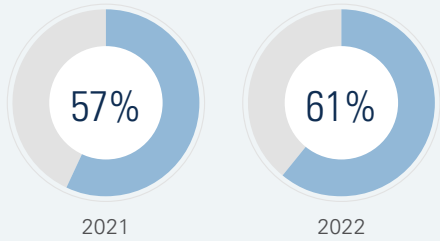
Premier Inclusion

Our diversity and inclusion strategy, "Premier Inclusion," is designed to address diversity and inclusion from specific target areas: Data and Metrics, Recruitment, Training and Education, and Career Development. Each area encompasses different ongoing activities to measure the progress of overall diversity and inclusion with the goal of continuous improvement. Success of initiatives and activities are measured across four areas:

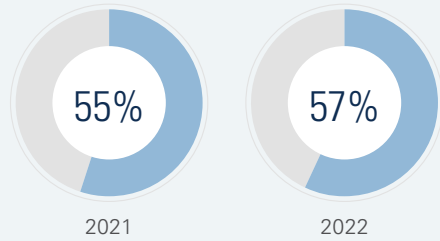
- **Data and Metrics:** We developed a diversity dashboard to gauge improvement on an annual basis across workforce demographics. The diversity dashboard is shared on an annual basis with our Board of Directors.
- **Recruitment:** Our recruiting team focuses on building strategies that are designed to identify and attract diverse talent. Pacific Premier ensures recruiters receive and maintain certification as a Certified Diversity Recruiter through the AIRS® program. Our recruiters also use a "blind recruiting" process to remove any gender or ethnicity details when screening potential applicants. In 2022, recruiting metrics consistently showed equal distribution among all demographics screened. Additionally, we partner with vendors who specialize in routing all job postings to boards that reach out to diverse populations. Our recruiting outreach efforts are designed to maintain a pipeline of diverse talent through outreach efforts and partnerships with local colleges, nonprofit organizations, and other platforms such as Handshake and BankWork\$®.
- **Training and Education:** All new employees undergo Conscious Inclusion training that reviews topics such as unconscious bias, allyship, microaggressions, human rights, and more on a biennial basis.
 - Premier Inclusion Newsletters: Our quarterly newsletter provides ongoing DEI training and promotes awareness regarding monthly observances related to diverse communities within our organization, as well as educational resources.
 - Premier Inclusion Webinars/Speaker Series: Our internal events feature topics such as Women in Leadership and Mental Health.
- **Career Development:** Our Leadership Roadmaps help ensure that our leaders have the mindset and critical thinking abilities to support personal development, career goals, and their teams.

¹ Advanced Internet Recruiting Strategies

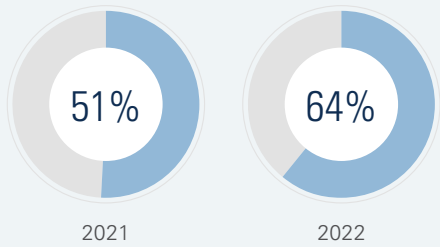
% OF MINORITY NEW HIRES



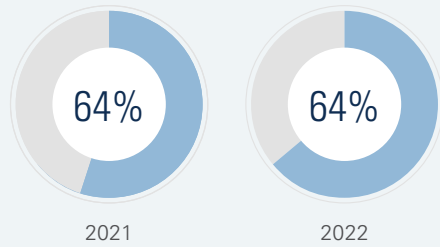
% WOMEN NEW HIRES



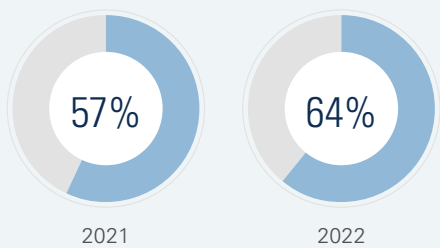
% OF MINORITY PROMOTIONS



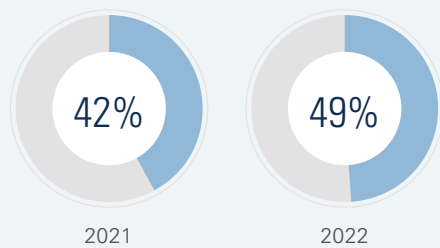
% OF WOMEN PROMOTIONS



% OF MINORITY APPLICATIONS



% OF WOMEN APPLICATIONS



88%

2022 Gallup employee engagement survey participation rate

Employee Engagement

We value the voice of our employees and encourage feedback and continual improvement. In 2022, we partnered with Gallup to launch our first employee engagement survey “Premier Perspective,” with a commitment to continue to measure progress and identify areas of improvement. All leaders were offered training to better understand the concept of engagement, Gallup’s methodology, and how to interpret results and develop action plans with their teams.

Compensation and Benefits

We are committed to offering competitive total compensation packages to our employees. We regularly compare compensation and benefits with peer companies and market data, making adjustments as needed to ensure compensation stays competitive. We also offer a wide array of benefits for our employees and their families. For 2022, we continued to expand both the breadth of employees receiving equity awards and the percentage of total compensation in the form of equity, thus deepening our organization’s alignment with stockholder interest with an 8% average increase in shares awarded to key staff members relative to 2022, and a 12% average increase annually over the last three consecutive years. We offer a comprehensive health and well-being program that provides resources supporting health, as well as financial, community, social, emotional, purpose, and career well-being.

Leadership Development

We believe in preparing our employees for top leadership positions in the financial services industry. High potential leaders are nominated for learning opportunities such as Pacific Coast Banking School and the Center for Creative Leadership, where they receive instructor-led courses focused on educating, inspiring, and training the banking leaders of tomorrow. We also spotlight PPB University learning courses every month in our Premier Insider Newsletter for all employees to self-register. These courses cover topics ranging from technical business skills, such as software training, to soft skills, such as improving active listening.

Performance Appraisal

Employees receive and provide feedback through our performance program, “Let’s Talk.”

Let’s Talk is an intentionally designed performance feedback program that is simple, adaptable, and inspires and motivates employees to higher levels of performance. It has been designed to promote continuous, meaningful conversations between employees and managers about performance and growth throughout the year.

Promoting Health and Well-Being

As an organization, we care about our employees’ well-being—not only at work, but also in their everyday lives. We offer a comprehensive Total Well-Being Program, which provides a holistic approach to addressing and supporting the wellness of our employees. The Premier Total Well-Being Program includes resources focused on physical, emotional, financial, community, and professional well-being.

Additional resources to promote well-being include:

- Mental health webinars
- Free access to Ginger®, a mental health application for on-demand coaching, self-care, and access to licensed therapists or psychologists
- Free access to Headspace®, an application for additional wellness resources, including guided meditation
- A healthcare guidance platform, Rightway®, that optimizes the healthcare spending of employees by helping them access the highest-quality and most cost-effective care

SOCIAL

Community

Pacific Premier has a proven track record of investing capital and time to help strengthen the communities where we work, do business, and live. We know that when our communities thrive, it benefits clients, employees, homeowners, and business owners. Driven by purpose, we continuously assess the needs of our communities through active outreach to nonprofit organizations, advocacy groups, and other community stakeholders. During 2022 we conducted a community needs assessment. Through this outreach we became better informed about a handful of recurring themes related to disparities in financial inclusion, particularly in our underserved and underrepresented communities. Financial inclusion is a key enabler to reducing poverty and boosting prosperity. We increased our efforts focused on addressing disparities in access to financial services, broadband and technology, affordable housing, and homeownership opportunities, while maintaining our high level of charitable grants and volunteer activities meeting a variety of other community needs.

EQUITABLE ACCESS & FINANCIAL INCLUSION

We believe everyone should have equitable access and the tools and opportunity to create their own financial future. Low levels of financial literacy have been associated with a lower standard of living, decreased psychological and physical well-being, and greater reliance on government support. We promote economic resilience in our communities by supporting programs that provide education and resources to improve the financial expertise of underserved small businesses, individuals, and their families.



Expanding Access to Financial Services

Financial inclusion ensures that individuals and businesses have access to affordable financial products and services that meet their needs and don't cause harm. Bank transaction accounts allow people to store money, send and receive payments, and serve as a gateway to other financial services, including building wealth. This past year, we partnered with **Seattle Credit Union**, a certified Community Development Financial Institution, and committed a \$250,000 grant to support the expansion of its branch network into Tacoma's Hilltop community. The Hilltop neighborhood in Tacoma, Washington, is a historically diverse neighborhood nestled close to downtown. For 150 years, Tacoma's Black community has made Hilltop its home, persisting against historic redlining and gentrification. This community has experienced disinvestment with minimal access to banking services to support long-time residents threatened by displacement. Seattle Credit Union's mission is to deliver financially inclusive products and services and financial education to help those who have traditionally been underserved by the financial system. Seattle Credit Union's new Financial Prosperity Center is scheduled to open in 2023.

SOCIAL

Increasing Financial Literacy

Financial literacy enables individuals to understand the value of money, handle their finances better, and ultimately make better decisions to promote economic mobility. We believe everyone should have equitable access and the tools to create their own financial future.

Through various partnerships in 2022, we invested more than \$370,000 in charitable grants contributing to the financial literacy education of more than 103,000 individuals. Additionally, our employees volunteered their time and expertise to help build future entrepreneurs and young adults with a sound financial mindset.

A few examples of our partnerships include:

- **GreenPath Financial Wellness:** A trusted national nonprofit with more than 60 years of helping people build financial health and resiliency. GreenPath-certified financial counselors provide coaching at no cost to support financial understanding on topics such as debt, budgeting, credit, housing, foreclosure prevention, and student loans.
- **Earn to Learn:** Operates the largest and most successful matched-savings scholarship program in the country. It combines student savings with scholarships, financial education, and college success coaching to help low- to moderate-income and underrepresented students obtain a college education and graduate ready to enter the workforce with little or no student loan debt.
- **Instituto de Avance Latino, Inc. (IDEAL) Wealth Academy:** An innovative financial and life skills program for lower income families and youth, administered over a six-month period. The program is focused on equipping individuals with the tools, knowledge, and counseling they need to achieve financial stability by increasing savings, reducing debt, and improving credit scores.

Improving Economic Mobility

Since 2016 we've partnered with **Templo Calvario Community Development Corporation (TCCDC)**, committing over \$1.1 million to TCCDC and its Banking on Our Youth (BOY) Program impacting more than 320 youth. TCCDC's BOY Program is an eight-month financial literacy and entrepreneurship program that provides underserved high school seniors from Santa Ana, California, engaging methods to promote financial responsibility, leadership, teamwork, and entrepreneurship. At the culmination of the BOY Program, the students participate in a business pitch competition for the opportunity to win scholarship money. The 2022 group competition winner, Competitive Edge, recognized that youth from lower-income communities often lacked critical business soft skills and designed a program to help students become career ready through professional preparation, public speaking coaching, and networking training. Through another funder, Competitive Edge was awarded a grant allowing them to turn their business concept into reality.



Winning group: Cecy Rivera, Samantha Jara, Avery Ngo (not pictured above), with Mentor Kara Wall (Pacific Premier employee) and BOY Program Manager Michael Lopez

SOCIAL

BankWork\$® Program

We believe that professional and career development supports economic mobility. This is why we are a proud supporter of the BankWork\$ award-winning Career Training Program. BankWork\$ is a free, eight-week intensive job training program that prepares low-to-moderate income individuals for a career in the financial sector. Program graduates have increased opportunities to secure employment, increase pay, and seek job advancement supporting economic mobility for them and their families.



Participants in JVS SoCal Los Angeles BankWork\$ Program

Volunteer Income Tax Assistance (VITA): A free tax preparation service for low-income families and individuals with a focus on ensuring taxpayers receive every credit to which they are entitled, including the Earned Income Tax Credit (EITC). The EITC is widely regarded as one of the nation's most powerful anti-poverty programs. Studies show that many EITC recipients use their tax refunds to save, pay down debt, and invest in long-term assets. In 2022, the Bank partnered with six organizations to help provide free income tax assistance that benefited over 32,000 low- and moderate-income individuals and supported nearly \$5.9 million in EITC credits.

Bridging the Digital Divide

The COVID-19 pandemic highlighted the gap in digital equity among socioeconomic groups and communities. Over the past few years digital equity has become increasingly important, allowing people to access education and training, find jobs, start businesses, and participate in civic life. Individuals from lower socioeconomic backgrounds often have less access to digital resources and opportunities, which can impede their academic and professional development. Access to high-speed internet connections, equipment, and training are factors that contribute to bridging the digital divide and reducing social and economic disparities.

For a third year, we have supported **The Economic Alliance Foundation** with a \$25,000 grant to address these inequities through various broadband and digital initiatives including targeted outreach to low-income communities on the availability of affordable internet access.



In 2022, Pacific Premier donated \$15,000 to **Project Access** for the purchase of computer lab equipment. Our support will provide access to technology and digital literacy programs to more than 575 lower-income households in the Central Flats apartment community in Kent, Washington. In addition to independent use by residents, the computer lab will play a vital role in delivering wraparound services to help households improve self-sufficiency and overall well-being.

SOCIAL

Participation in FHLBSF Community Programs

As a member of the **Federal Home Loan Bank San Francisco (FHLBSF)**, we leverage community programs to make funds and resources available to develop affordable housing and facilitate homeownership in underserved neighborhoods. In doing so, we help target pressing community needs and bring greater opportunity to underserved populations. By serving as a conduit, we can submit applications on behalf of nonprofits, developers, and individual homeowners to create true community change.



2022 HIGHLIGHTS OF OUR PARTICIPATION IN FHLBSF COMMUNITY PROGRAMS:

Empowering Black Homeownership Matching Grant Program

New in 2022, this program is designed to support community efforts to advance racial equity in homeownership through matching grants to help expand the capacity of HUD-approved housing counseling agencies to serve more aspiring and at-risk homeowners in communities of color.

- \$125,000 in Bank funding was matched at \$100,000 by the FHLBSF for a total of \$225,000 to support six HUD-certified nonprofit organizations across Arizona, California, and Nevada.

Workforce Initiative Subsidy for Homeownership (WISH) Program

The WISH first-time homebuyer program provides matching grants to working families and individuals who are ready to make the transition from renting to owning. Eligible low- and moderate-income households can receive 4-to-1 matching grants for the purchase of a home, typically applied to the down payment or closing costs. During 2022, we facilitated 54 grants totaling almost \$1.2 million in down-payment assistance through the WISH program.

2022 HIGHLIGHTS: WISH AND AHP PROGRAMS

\$1,181,200 Down-payment assistance awarded to 54 first-time homebuyer households

\$900,000 AHP funds to support 60 units of affordable housing

Community Investment and Development

We recognize our responsibility to collaborate with local government, nonprofit, private, and individual stakeholders to help revitalize neighborhoods across our footprint. Our efforts have earned us an “Outstanding” rating during our last two consecutive Community Reinvestment Act (CRA) examinations. Additionally, we maintain “Outstanding” ratings for our CRA performance under the Lending and Investments Tests.

Our ongoing vision is to create thriving communities through activities that ensure access to capital, job creation, neighborhood revitalization and stabilization, and development and preservation of affordable housing.

SOCIAL



SMALL BUSINESS AND SMALL FARM LENDING



\$76.1M

CRA-reportable lending to small businesses and small farms

COMMUNITY DEVELOPMENT LENDING



\$1.5B

CRA-qualified lending to support affordable housing, small business growth, and nonprofits that support LMI communities

CRA LENDING IMPACT



4,453

Affordable housing units created and preserved

5,700

Jobs created and preserved to benefit lower-income individuals and households

Charitable Giving

We manage a charitable giving strategy and grant program that reflects a deep commitment to improving economic prosperity for underresourced individuals, families, and small businesses. Our support aligns with several United Nations SDGs, including but not limited to: affordable and clean energy; climate change; decent work and economic growth; good health and well-being; quality education; reduced inequalities; sustainable cities and communities; zero hunger; and peace, justice, and strong institutions. **During 2022, we provided more than \$3.3 million in charitable grants, with the majority (80%) benefiting minority communities across 255+ organizations.**

Volunteerism

We are passionate about our communities and maintain a culture of volunteerism. We believe in the power of partnership that includes actively volunteering within our communities.

63%

Of our Executives and Senior Managers participated in volunteer activities

+7,500

Volunteer hours

SOCIAL

CRA CHAMPION AWARD

Recognizes the employee who contributed the most CRA volunteer hours for the calendar year.



TEUTA HYSENI – 183 VOLUNTEER HOURS

Sr. Credit Analyst–Orange County

Teuta served as a Tax Preparer through the United Way of Orange County’s Volunteer Income Tax Assistance program. In addition, Teuta assisted with fundraising events, participated in mock interviews, and taught numerous financial education classes. She was on the Loan Review Committee for Dream Spring and served as a judge to multiple youth business competitions.

“Volunteering has given my work a deeper sense of purpose, and has provided an outlet to exercise both my personal and professional skills for a greater good.” – *Teuta Hyseni*

CRA SPIRIT AWARD

Recognizes one employee for their exceptional contributions to the Bank’s CRA program.



KARA WALL – 100 VOLUNTEER HOURS

AVP / Associate Counsel–Orange County

Kara served as a business mentor for Templo Calvario Community Development Corporation’s eight-month financial literacy and entrepreneurship Banking on our Youth Program, leading her group to win the business pitch competition. Additionally, she served as a Tax Preparer through the United Way of Orange County’s Volunteer Income Tax Assistance program, and provided technical expertise to support the Bank’s participation in the Federal Home Loan Bank of San Francisco’s Affordable Housing Program. Kara also participated in mock interviews, taught financial education classes, supported fundraising events, and assisted in Child Creativity Lab’s Entrepreneur Camps.

“It is vital that I work for a company that promotes the importance of serving the community. Pacific Premier Bank offers a variety of volunteer opportunities that I otherwise would not be connected with, leading to both my personal and professional growth.” – *Kara Wall*

SOCIAL

Corporate Partnerships

At Pacific Premier, we proudly partner with teams in the NFL, NHL, and NCAA. Each team invests in its local and regional communities to provide impactful business and community service opportunities. We have worked together to launch and support numerous community events in 2022 and will continue to work toward a brighter future.



LOS ANGELES CHARGERS

Chargers Bolts Community Crew Connects Fans with Even More Volunteer Opportunities

The Los Angeles Chargers and Pacific Premier Bank teamed up once again for the Bolts Community Crew, Powered by Pacific Premier Bank. This volunteer platform is aimed at connecting Chargers fans and Pacific Premier Bank employees to volunteer opportunities throughout their communities. We're excited to share that the Bolts Community Crew encompassed 349 volunteers who committed over 740 hours, and the volunteer database had a 83% YOY increase in 2022!

- More than 450 pounds of trash were removed as part of a Bolts Community Crew Beach Cleanup event (in partnership with Heal the Bay) at Dockweiler Beach in Los Angeles. About 80 volunteers, including linebacker Chris Rumph II, participated at the April 2022 event.
- In partnership with the Jessie Rees Foundation, the Bolts Community Crew packed 300 JoyJars to be distributed to pediatric cancer patients at Children's Hospital Los Angeles in September.
- In December, the Crew participated in building 150 bikes for local kids in partnership with the Bike for Kids Foundation.



CAL POLY

Supporting Innovation and Creativity in Our Community

The Cal Poly Center for Innovation and Entrepreneurship Small Business Development Center supports small business owners and entrepreneurs in the Central Coast by providing high-quality business assistance. Their annual event, AngelCon, presented by Pacific Premier Bank, offers tech-based startups the opportunity to compete live for investments up to \$100,000+ from angel investors. We are proud to support this event with a \$12,500 grant, helping to enable innovation within our communities.

ANAHEIM DUCKS

Home Team Advantage: Honoring Our Military

Pacific Premier is a proud partner of the Anaheim Ducks as the Official Business Bank of the Anaheim Ducks and the Honda Center. For many years, we've sponsored the Salute to Those Who Serve presentation at every Ducks home game to salute military personnel. We also teamed up as the presenting sponsor of the Ducks Military Appreciation Night with a special visit to Camp Pendleton to help honor our military. It was our privilege to continue this tradition in 2022. A special THANK YOU to everyone who has served our country.



PAC-12

Pacific Premier Teams Up with the Pac-12 Conference for Equality

Pacific Premier Bank is the Official Bank of the Pac-12 Conference. Comprising 12 leading universities, the Conference is dedicated to developing the next generation of leaders by championing excellence in academics, athletics, and the well-being of its student-athletes. Pacific Premier sponsors two Pac-12 programs that help promote social justice.

As part of "Touchdowns for Equality," Pacific Premier donated \$100 to organizations focused on social justice for every touchdown scored by a Pac-12 football team during the 2022 season. With "Threes for Equality," the Bank donated \$100 for every 3-pointer made during the 2022 Pac-12 Men's & Women's Basketball Tournaments. In all, Pacific Premier's contributions totaled \$89,900 toward social justice.



2022 SEASON TOTALS

592
Total Touchdowns

\$89,900
Total Raised

SUPPLIER DIVERSITY

We continue to improve our data collection and reporting efforts to strengthen our program and commitment.

We recognize the importance of using diverse suppliers and are always looking for talented partners to help us deliver exceptional financial products and service to our clients. Aligned with our mission to advance equity and make an impact in our communities, we are taking the necessary steps to establish a formal Supplier Diversity Program. During 2022, we continued to improve our data collection and reporting efforts to strengthen our program and commitment.

Our goal is to ensure that diverse suppliers are provided a meaningful opportunity to participate in our procurement process. We are committed to increasing the use of diverse businesses as suppliers to our Company. This includes, but is not limited to, businesses that are certified as majority-owned by minorities, women, LGBT, veterans, and disabled people, as well as small and disadvantaged business enterprises.

As our program matures, we will proactively seek to identify and develop partnerships with diverse suppliers who can deliver competitive, high-quality goods and services, and whose values align with our own. All of our suppliers are expected to adhere to the high ethical standards as set forth in our [Vendor Code of Conduct](#).



SASB INDEX

SASB Code	Accounting Metric	Response
Data Security		
FN-CB-230a.1	(1) Number of data breaches (2) percentage involving personally identifiable information (3) number of account holders affected	During 2022, we did not experience a material compromise to any of our data systems or vendor platforms, and did not incur any expenses resulting from information security breaches or information security breach penalties or settlements. For more information please see the latest 10-K .
FN-CB-230a.2	Description of approach to identifying and addressing data security risks	Our approach to identifying and addressing data security risks is discussed in the latest 10-K .
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	Small Business: (1) 6,120 (2) \$1,000,309,283 Community Development: (1) 1,520 (2) \$3,856,900,235
FN-CB-240a.2	(1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development	Small Business: (1) 29 (2) \$6,115,294 Community Development: (1) 4 (2) \$10,588,709
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	We maintain a strong commitment to the Community Reinvestment Act (CRA). For more information please see our most recent CRA Performance Evaluation dated July, 12, 2021.
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	In 2022, we reached 103,000 participants through various financial literacy initiatives* For more details about our Financial Inclusion efforts please visit Increasing Financial Literacy .
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis		
FN-CB-410a.1	Commercial and industrial credit exposure, by industry	Detailed information is disclosed in the latest Q4 2021 Investor Presentation .
FN-CB-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	For more information please see Credit Risk and ESG Framework .
Business Ethics		
FN-CB-510a.1	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	Please refer to our SEC filings for further information regarding legal proceedings.
FN-CB-510a.2	Description of whistleblower policies and procedures.	Whistleblower policies and procedures are discussed in the Code of Conduct.
Systemic Risk Management		
FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	Pacific Premier Bank is not a global systematically important bank, and is not subject to mandatory or publicly disclosed capital stress testing.
FN-CB-550a.2	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	Pacific Premier Bank is not a global systematically important bank, and is not subject to mandatory or publicly disclosed capital stress testing.

*Performance includes individuals impacted by direct programming delivered by Pacific Premier Bank employees and programming delivered through nonprofit partners funded by Pacific Premier Bank

TCFD INDEX

TCFD Recommendation	Response
Governance	
Describe the Board’s oversight of climate-related risks and opportunities	Refer to Board Oversight
Describe management’s role in assessing and managing climate-related risks and opportunities	Refer to Program Management
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term	Refer to Risks and Opportunities
Describe the impact of climate risks and opportunities on the organization’s business strategy and planning	Refer to Risks and Opportunities
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	N/A
Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks	Refer to Climate-Related Risk Identification and Assessment
Describe the organization’s processes for managing climate-related risks	Refer to Climate-Related Risk Management
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Refer to Climate-Related Risk Identification and Assessment
Metrics and Targets	
Disclose the metrics used by the organization to assess climate-related risk and opportunities in line with its strategy and risk management process	Refer to Metrics
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against target	Refer to Next Steps
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	

CORPORATE INFORMATION

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