



# Corporate Responsibility Report 2024





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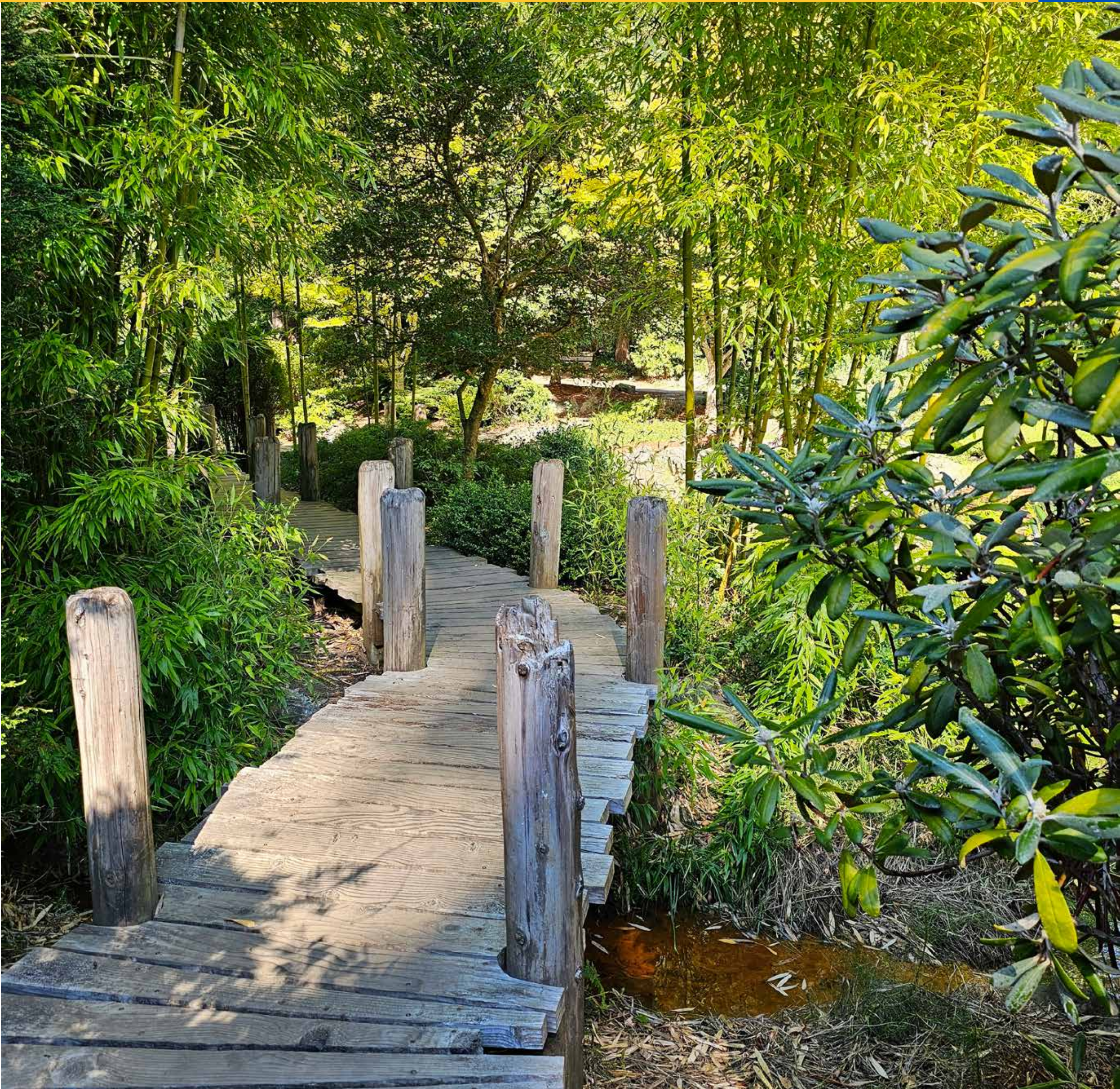
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Mingus Park, Ore.--photographed by Wendy (2024 Employee Photo Contest)



# Banner Bank 2024

## Our Value Proposition

**Connected. Knowledgeable. Responsive.**

It's not only what we do, it's how we do it—with relentless effort.

## Our Vision

We strive to be the bank of choice in the markets we serve. We are committed to being the best provider of financial services in the West.

## Our Mission

Banner Bank is a dynamic, full-service financial institution operating safely and profitably within a framework of shared integrity. Working as a team, we will deliver superior products and services to our valued clients. We will emphasize strong client relationships and a high level of community involvement. We will support a culture which attracts, empowers, rewards and provides growth opportunities for our employees. Our success will build long-term shareholder value.

## Values



## Markets We Serve



# Letter From Our CEO

For 135 years, we’ve demonstrated Banner Bank can and does evolve to meet the changing needs of our clients and communities while staying true to our core values. Our commitment to always “Do the Right Thing” helps us navigate shifting economic and regulatory priorities with resilience and purpose, while never moving away from our core business and how we can best serve our clients. In an era of rapid change, our focus remains on long-term value creation and driving progress while staying deeply connected to the needs of all our stakeholders.

At the heart of our strategy are strength and stability. We utilize our financial strength and extensive industry experience to assist our clients in reaching their financial goals through all economic cycles. Our commitment to maintaining a moderate risk profile and prioritizing long-term resilience creates stability and aids us in our efforts. It is this multi-faceted approach that comes together to tell our stakeholder-centric story in this Corporate Responsibility Report.

I’m confident you will agree, we remain a reliable partner and critical source of capital and financial knowledge in the communities we serve, while conducting our business in a responsible, sustainable way. To deliver the services and

solutions for the issues our clients face, we understand we have to continually evolve and adapt, including ongoing development of our corporate responsibility strategy.

A few key highlights from last year:

- We increased our focus on continuous improvement, which assisted us in identifying new opportunities that benefit our corporate responsibility strategy as well as our overall organization. As we move to the next stage of this strategy, we are building on a clearer understanding of our climate impact, the tools at our disposal, and how we can maintain a sustainable business strategy in the years ahead.
- We found new ways to engage our employees through the launch of a leadership development program and more focused support of internal mobility and career advancement. Tangible impacts on our business include a highly engaged workforce and low voluntary turnover rates.
- We financed additional projects that reduce housing insecurity as well as provided vital capital to businesses in the form of loans. This helped drive the economic engine of our local and regional economies, which is especially important during periods of change and market turbulence.

- We made strides integrating climate risk into our broader risk management framework. This is not just a recognition that the risk profile of our business is shifting— it’s fundamental to our ability to make responsible, long-term decisions and remain a trusted part of our communities.
- We continued to evolve our strong governance structure, including refining our Generative AI policy to better facilitate innovation in day-to-day work while maintaining our security and risk management standards.

We believe our achievements outlined in this report show that doing the right thing remains good business and creates long-term value for all our stakeholders. We understand we have an important role in the economic ecosystem of the communities we serve, and how we conduct our business matters. I’m proud of both, and I am pleased we have this opportunity to share specifics with you.

Going forward, we will continue to invest in initiatives that best help our clients and communities, including offering free financial literacy education, providing innovative financial products and fostering an inclusive workplace. It is our dedicated and passionate employees who continue to lead the way by regularly delivering

beyond expectations. Our commitment to our employees is demonstrated through our ongoing emphasis on culture, inclusion and professional development. While operating a highly-functioning business with deep cultural roots, we are also planning for the future to provide an even higher level of service to our clients.

By staying true to our mission and values, we can provide a resilient, inclusive and prosperous future for our clients, colleagues and communities. As a good corporate citizen, we will continue to foster meaningful engagement with our stakeholders and remain committed to being a trusted and reliable partner for generations to come.

**Mark J. Grescovich**  
President and Chief Executive Officer





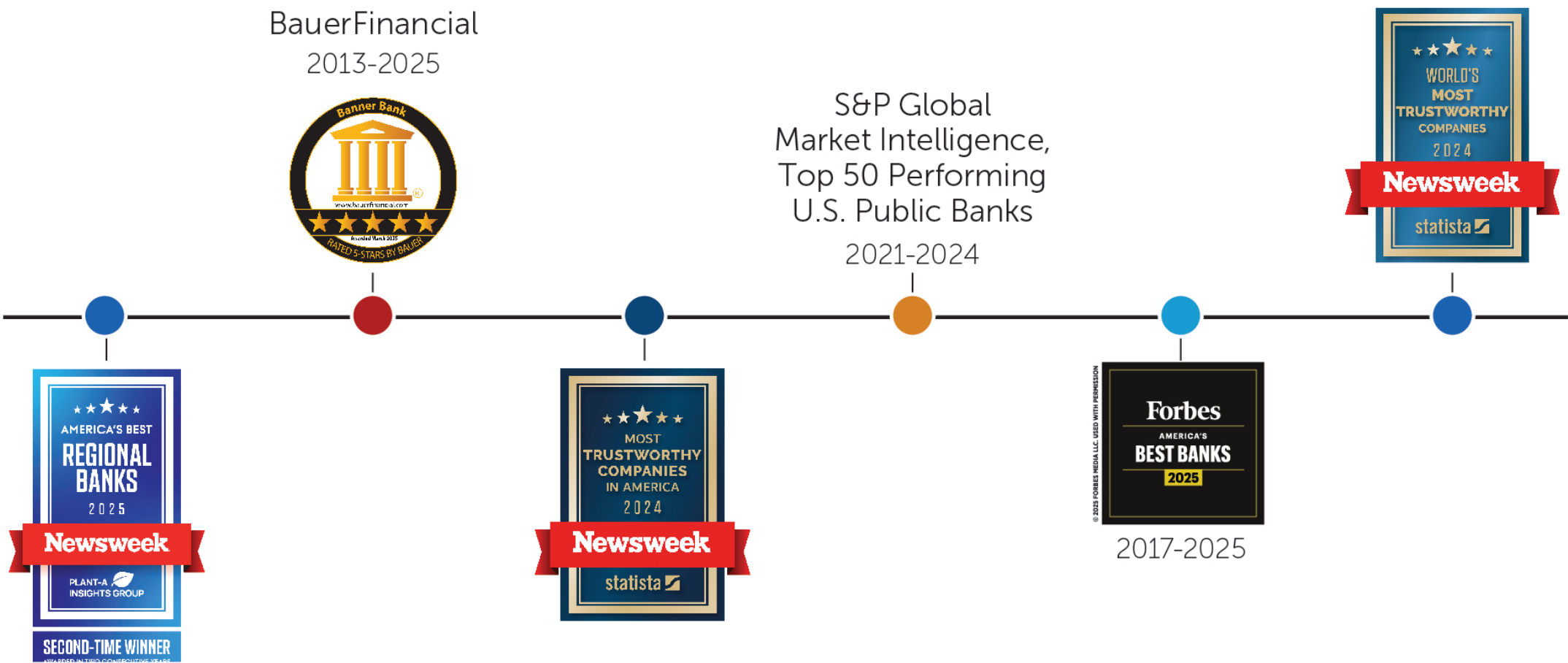
# About BANR

Banner Corporation (NASD: BANR) is a dynamic banking organization with a significant regional franchise throughout the West. Formed in 1995, it is the holding company for Banner Bank, a Washington-chartered commercial bank with roots dating back to 1890.

At Banner Bank, we deliver a high level of service with the attributes of a community bank while

offering the advantages of a larger financial institution. Trusted for over a century, today we serve a growing and prosperous footprint with a full range of deposit services as well as loans for business, commercial real estate, construction, residential, agricultural and consumer clients. With locations in Washington, Oregon, California and Idaho, we ended 2024 with \$16.2 billion in assets.

## Independent Recognition for Banner Bank



Mount Adams, Wash.--photographed by Olga (2024 Employee Photo Contest)



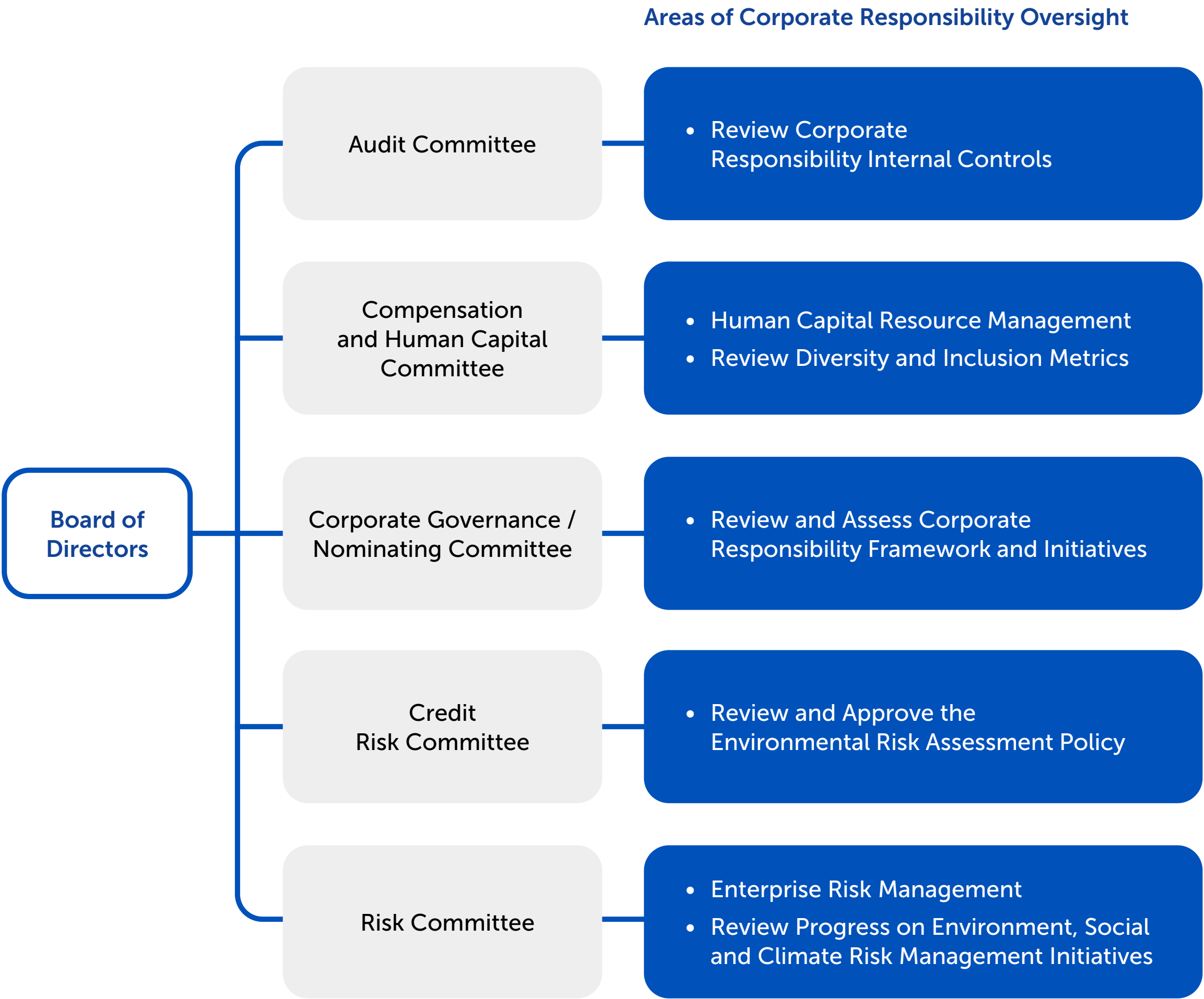
# Our Approach to Corporate Responsibility

Doing the right thing is what drives us at Banner. As client and community needs evolve, we are adapting our services to remain a dependable, reliable partner. Our Corporate Responsibility Working Group, composed of senior leaders, continuously enhances our approach to managing corporate responsibility risks and opportunities. Supporting this effort, our Climate Risk Working Group, overseen by the Chief Risk Officer and Risk Management Oversight Committee, is strengthening our climate risk management and greenhouse gas reporting to meet upcoming regulations.

Our Board of Directors oversees our Corporate Responsibility Program through various committees. The Corporate Governance/ Nominating Committee reviews corporate responsibility policies and programs. The Audit Committee reviews internal controls related to external corporate responsibility reporting, while the Compensation and Human Capital Committee reviews human capital and diversity metrics, including the annual EEO-1 Report. The Risk Committee oversees corporate responsibility-related risks in the areas of environmental, social and climate risk management.

Our Corporate Responsibility Working Group, composed of senior leaders, continuously enhances our approach to managing corporate responsibility risks and opportunities.

Read our Board of Directors' Corporate Responsibility Statement at [www.bannerbank.com/impact/board-statement](http://www.bannerbank.com/impact/board-statement).







# Stakeholder Priorities

Understanding the shifting priorities and needs of our clients, employees and other stakeholders shapes our corporate responsibility strategy. It enables us to focus on the most relevant issues while leveraging insights from investors, rating agencies and frameworks.

Our Corporate Responsibility Program includes regular stakeholder reviews to align efforts with areas of greatest impact. Following best practices, we reference globally recognized frameworks, including Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and Task Force on Climate-Related Financial Disclosures (TCFD) to guide our reporting and strategy.

**In 2024, our corporate responsibility priorities were:**

- 1** Supporting our employees and our communities
- 2** Acting in a responsible, ethical and safe manner
- 3** Providing financial protection to consumers
- 4** Understanding and mitigating the impact of climate change
- 5** Ensuring effective and expert leadership



# Social





# Our Culture

## Recruitment that supports a strong, stable culture

Attracting and retaining top talent remains a key priority for Banner, and our ability to offer stable, long-term careers has been reflected in our low turnover rates. In 2024, our voluntary employee turnover decreased to 13% from 15% in 2023, reinforcing Banner’s position as an employer of choice. This helps us provide our clients with higher quality service based on our employees’ long-term skills, experience and understanding.

We welcomed 356 new employees throughout the year, further strengthening our highly skilled team. Our Flexible Workplace Program remained an important driver of both recruitment and retention. As of Dec. 31, 2024, approximately 39% of our workforce worked in a hybrid or fully remote capacity. This commitment to flexibility helps us attract talent from a broader geographic footprint and create an inclusive workplace culture. In particular, it allows us to better address challenges that tend to disproportionately impact women and people of color. Among our remote employees, 66% were women and 21% were people of color.

We continued to refine our equitable hiring practices and remove barriers that could have prevented individuals from applying in the past. For example, our employment application and hiring processes do not include questions about prior compensation, and instead focus on qualifications and role expectations. We also recognize relevant experience as an alternative to formal education for many positions, helping create a broader, more diverse applicant pool.

By fostering a workplace that prioritizes stability, flexibility and fairness, we are reinforcing Banner’s position as an employer where people can build fulfilling, long-term careers.

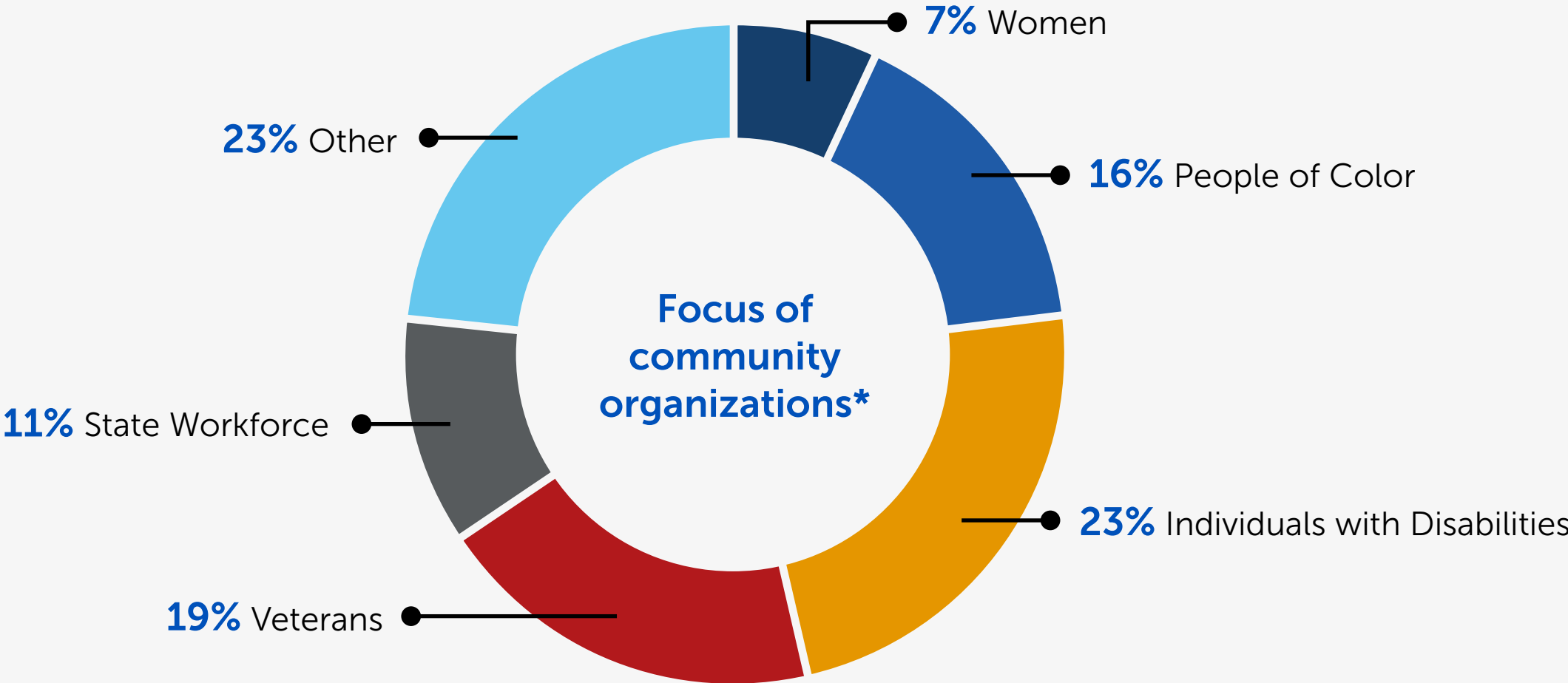
## Leveraging community organizations to broaden our recruiting reach

To support our strategic talent priority of creating a culture of inclusion and belonging, we continued our collaboration with a leading recruitment provider to promote open jobs across a variety of community organizations. As part of this partnership, our open positions were cross-posted more than 7,000 times by organizations serving diverse applicant pools as detailed in the graph to the right.



Residential Loan Officers (l. to r.): Miriam, Kari and Rachel.

## Job openings cross-posted 7,474 times by community organizations serving:



\*Note: As a percentage of total cross-postings. Due to rounding methodology, numbers may not add up to 100%.



### Investing in bright futures

One of the ways we make an impact is by offering multiple scholarships throughout our footprint to help close financial gaps for students working to achieve their educational goals. For example, created in 2022, the Banner Bank Scholarship at Eastern Washington University (EWU) is providing up to \$125,000 to students from underrepresented backgrounds who are studying business, finance or accounting.

Jorge, a recent recipient, completed his junior year after serving in the U.S. Marine Corps. “I’m going to Eastern to major in business management in hopes of one day becoming a real estate agent,” he said. “Schooling for a business degree is very expensive. Your gracious contribution is very much appreciated and extremely helpful in achieving my dreams.”

Another recipient, Zita, just finished their first year working toward a degree in Marketing and International Business. They shared that their parents worked in agriculture, picking apples and cherries. “Once I graduate, I intend to work for an agriculture firm and if given the opportunity, I would start my own business.”

### Expanding our partnership with BankWork\$

Our collaboration with BankWork\$ provides young adults from underresourced communities with eight-week career training programs, placement assistance and ongoing coaching to help them build meaningful careers in banking. Building on the initial success of the program in 2023, we widened our scope to include additional geographic areas in 2024.

Our teams remained actively involved in this partnership, dedicating volunteer hours to support BankWork\$ chapters in Seattle and Spokane (Washington), as well as participating in the national virtual program. Our volunteers conducted mock interviews, attended graduations, served as guest speakers and advised on curriculum improvements to better prepare candidates for careers in banking.

### Providing opportunities for military spouses with the Department of Defense

In 2024, we joined the Department of Defense’s Military Spouse Employment Partnership (MSEP) to expand career opportunities for military spouses. This population often faces unique career challenges due to frequent relocations, gaps in employment and limited access to professional networks.

By posting job openings on the MSEP portal, we increased job visibility to military families. Additionally, we trained our hiring teams to recognize transferable skills and accommodate relocations.

As part of this effort, we launched policies to help retain military spouses by offering remote work opportunities and supporting career growth regardless of location. We have already seen increased job applications from military spouses, helping us develop a more diverse candidate pool.

This is an example of how doing the right thing benefits everyone. We build a more resilient and inclusive workforce, which directly contributes to better service for our clients and a greater impact for local communities.





Engagement built around transparency and communication

A big part of the strength of our culture is our focus on engaging employees and making sure they feel valued, informed and supported. This has been a critical factor in driving satisfaction and retention, particularly in non-branch roles where voluntary turnover was 7.3% in 2024—very favorable within our sector.

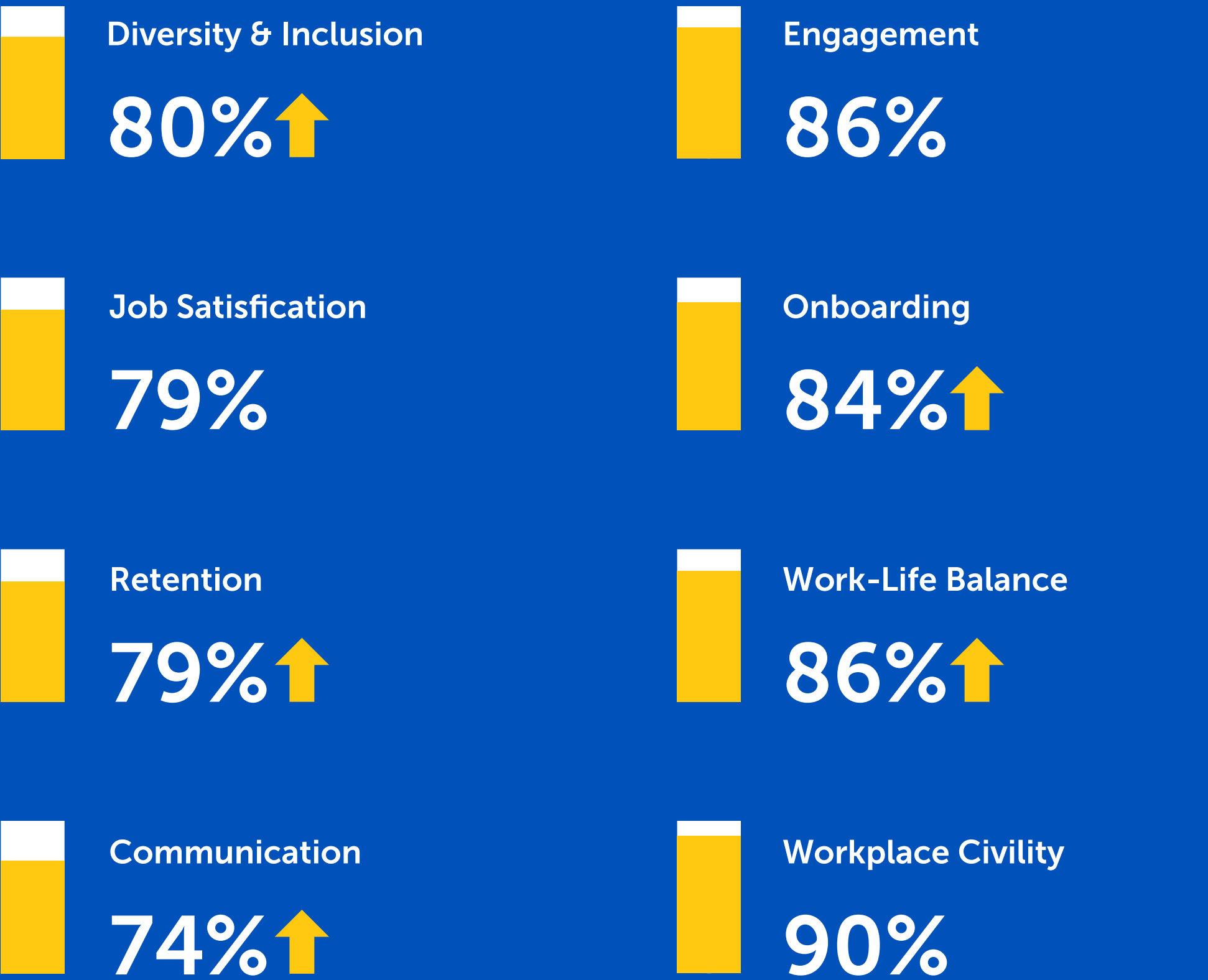
The results of our 2024 employee engagement survey further demonstrated that our actions have real impact. Our overall engagement favorability score was 86%, with a participation rate of 77%—showing that most of our people feel motivated by, and connected to, our mission. We scored higher than the national benchmark in seven of eight survey categories, especially those relating to diversity and inclusion, onboarding, retention, work-life balance and communication. The scores in these categories were all higher than those recorded in 2023. Employees also reported high levels of ethical conduct, deep knowledge of their clients’ needs and a strong understanding of how their contributions align with the Bank’s broader goals.

We believe that true engagement is built around meaningful conversations—and that includes listening to our employees’ feedback and insights. We provide multiple channels for employees to stay connected to leadership, including anonymous

employee surveys, quarterly virtual meetings and in-person town halls. Collectively, these help senior leaders understand our employees’ needs and identify opportunities for improvement. Providing employees with meaningful visibility into the organization’s wider strategy and goals helps our employees more clearly see how their work directly impacts the Bank’s success. We believe this transparency and involvement helps foster an even deeper sense of connection and purpose across the organization.

Another crucial part of effective engagement is helping people perform at their best. For those who need additional flexibility to meet their other obligations, our hybrid and remote work options provide a way to help them create work-life balance. In 2024, our Flexible Workplace Program continued to boost satisfaction and retention, particularly among our non-branch workforce. Many employees also benefited from informal mentorship opportunities and safe spaces created by our Employee Resource Groups (ERGs), helping individuals connect over shared interests and experiences. Since our introduction of ERGs a few years ago, they have quickly become an important part of our culture, promoting belonging and further engaging employees in meaningful ways beyond their immediate roles.

Highlights from our 2024 Employee Engagement Survey



↑ Increase from 2023 survey  
(Diversity & Inclusion +2%, Onboarding +1%, Retention +1%, Work-Life Balance +2%, Communication +2%)




A culture of continuous learning and development

The needs of the communities in which we operate are constantly changing. To continue offering our clients the best service, we offer our teams opportunities to consistently update their knowledge, adapt to changes and take on new challenges. Effective talent development supports consistent quality of service, reduces turnover and amplifies growth across our organization. That’s why investing in developing ambitious and talented employees remained a central focus in 2024.

The 2024 Employee Engagement Survey showed we are making positive progress. In 2024, 85% of employees felt their managers actively supported their professional development, while 84% reported they had the training and information needed to perform their roles effectively.

We support continuous learning by offering employees opportunities to enhance job-specific skills and broader knowledge. Alongside mandatory compliance training, employees can access professional development opportunities, including industry conferences, instructor-led sessions and an extensive library of online resources. Our online training platform guides employees through modules on diverse topics—from regulatory requirements to change management. Over the last year, Banner employees completed more than 30,000 total training hours—averaging nearly 16 training hours per employee.



**More than 30,000**  
total training hours completed  
by Banner employees



**Nearly 16**  
training hours per employee

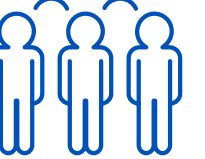
We launched a leadership development program in 2024, designed to equip leaders with skills, insights and tools to help them more effectively navigate the evolving banking industry while driving forward the Bank’s strategic objectives. Over the course of 12 months, the program focuses on eight core competencies essential for effective leadership in our sector. The program is a multifaceted development experience with online learning and hands-on action learning projects, peer-to-peer mentoring and continuous feedback and reflection. Our inaugural cohort includes 103 leaders from across the Bank.

Alongside tailored development programs, we continued to offer tuition assistance programs for employees pursuing bachelor’s and master’s degrees. In 2024, we reimbursed more than \$65,000 in tuition to support 17 employees pursuing degrees.

Employees can also achieve industry accreditation through high-level training provided by key certification programs, such as the Pacific Coast Banking School (PCBS). These efforts reflect our dedication to equipping employees with the skills needed for personal and professional advancement, while driving the success of the Bank.

These actions have a tangible, positive impact on our business. For example, 30% of open positions in 2024 were filled by internal candidates. Managers are encouraged to prioritize existing talent, valuing

their cultural familiarity and ability to transition seamlessly into new roles. This means we are retaining the knowledge, skills and relationships that underpin our reputation as a force for good in our communities.



**30%**  
open positions filled by  
internal candidates



Pacific Coast Banking School 2024 graduates (l. to r.): James, Shannon, Alex and Nick.



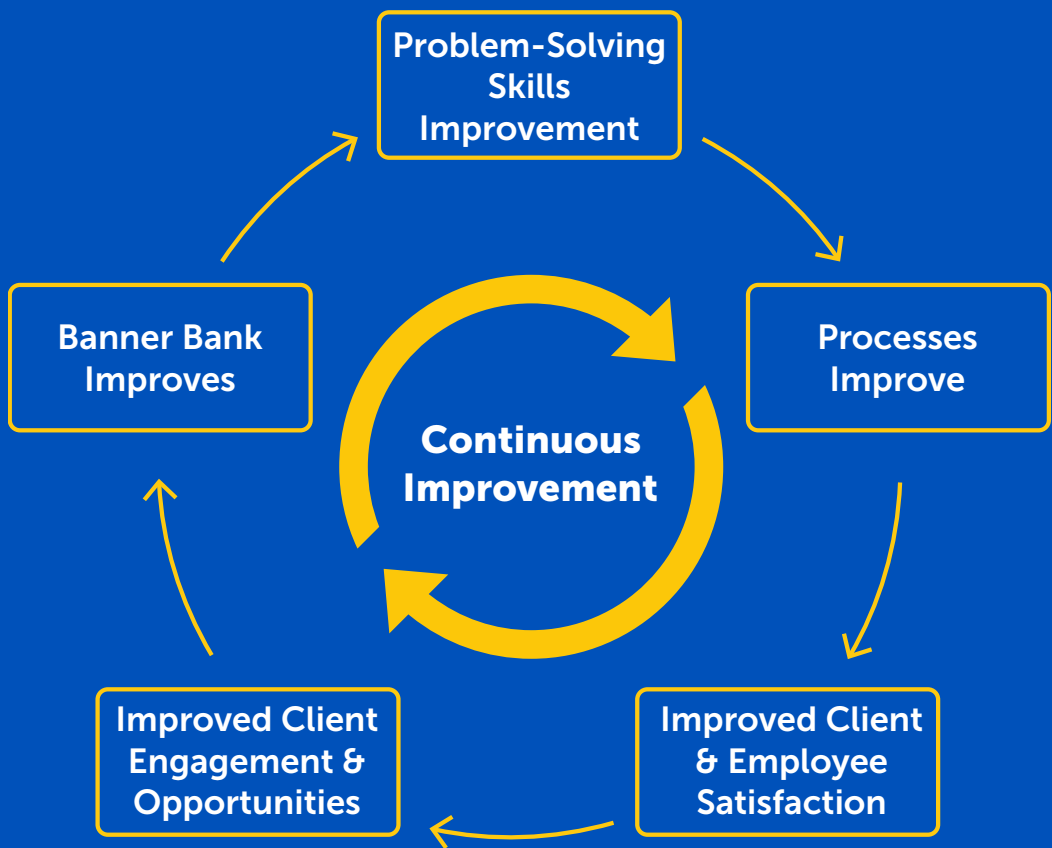
Building a culture of continuous improvement

Our continued investment in the internal, cross-functional Continuous Improvement (CI) team demonstrates our ongoing commitment to delivering better results to our clients and creating an innovative workplace culture. Since its introduction in 2023, our CI program has been successfully driving enhancements to our products, services and procedures by utilizing process improvement methodologies such as Lean Six Sigma. While the focus during the initial year was to educate the organization about CI, the focus in 2024 was to begin building a foundational culture while driving efficiency, financial savings and value to the bank.

Engagement with CI across the Bank has been high. Between June 2023 and October 2024, our CI team:

- Completed eight projects
- Held seven awareness sessions—attended by 194 employees
- Conducted four ideation sessions, resulting in 21 new projects
- Hosted four executive workshops with 69 participants

Five of our employees have already achieved their Lean Six Sigma Green Belt certification. Led by our director of continuous improvement, the certification is a structured approach to identifying and eliminating waste, reducing defects and streamlining processes. It equips employees with the skills to analyze process problems, develop solutions effectively and lead meaningful change across the organization. We aim for more employees to follow their lead in 2025 and create more CI champions across the business.



Supporting an equitable and inclusive workplace

The IDEAs (Inclusion, Diversity, Equity, Advocacy) Council plays a central role in fostering connection and collaboration across the business. This cross-functional, employee-led Council drives meaningful inclusion strategies, creates space for diverse perspectives, and enhances outcomes for employees, clients and the communities we serve.

Alongside the Council, our Employee Resource Groups (ERGs) continued to create real value in 2024. Active employee participation in our ERGs reached 21%, up from 13% in 2023, providing spaces for employees to connect, discuss shared interests and benefit from informal mentorship opportunities that support their professional growth. The establishment of a new LGBTQ+ ERG complemented our existing groups—BIPOC employees, Veterans, Women in Leadership and Working Parents and Caregivers—expanding the coverage across our workforce.

We held our inaugural ERG Summit, where members presented their 2024 accomplishments and collaborated to align on goals for 2025. Another key achievement for the year was the launch of an interactive Inclusion and Diversity

Calendar and micro-learning articles. These resources provide insights into various cultural and religious observances throughout the year, fostering awareness and inclusion for employees across the organization.

As part of our CEO Action pledge, every new employee must complete mandatory unconscious bias training. Each year, approximately 300 new hires complete this training, along with additional voluntary learning modules such as Cultural Competence and Neurodiversity. We are also focusing on diversifying the candidate pool in key areas, such as leadership and commercial banking roles. By broadening our recruitment reach and emphasizing transparency and inclusion in our recruitment practices, we can attract the best talent our industry has to offer.

Our employees are enthusiastic about our ongoing efforts around equity and inclusion. Our 2024 employee engagement survey results showed an 80% favorability score in diversity-related questions, building on the high scores of 2023. We look forward to seeing what the IDEAs Council and our ERGs achieve over the next 12 months.





Our workforce as of December 31, 2024

Employee Position Level	Male	Female	White	Non-White
Individual contributor	32%	68%	68%	32%
Manager	35%	65%	74%	26%
Director*	57%	43%	81%	19%
Executive	60%	40%	93%	7%
Total	33%	67%	70%	30%

Ethnicity Breakout

Employee Position Level	American Indian/ Alaskan Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Not Specified	Two or More Races	White
Individual contributor	1%	6%	2%	20%	1%	1%	2%	68%
Manager	0%	5%	2%	14%	1%	1%	2%	74%
Director*	0%	8%	2%	4%	0%	4%	2%	81%
Executive	0%	0%	0%	0%	0%	7%	0%	93%
Total	1%	5%	2%	18%	1%	1%	2%	70%

\*Refers to director-level employees, not Board of Directors.  
Note: Due to rounding methodology, numbers may not add up to 100%.





Fair, transparent and competitive compensation

Our “Pay for Performance” philosophy directly connects employee compensation with individual, operating unit and overall company results. We track our performance closely and are always looking for ways to improve. For us, pay equity means providing equal pay for comparable work so every employee feels valued, respected and rewarded for the effort they put into the business.

We have been collaborating with external experts to undertake pay equity studies since 2017, looking specifically at compensation among employee groups with similar roles. In 2024, we focused our pay equity investment on tools and processes to support future pay equity studies that can provide additional targeted and actionable insights. This included the introduction of a platform designed

to measure and maintain pay equity in real time. By analyzing key variables such as job location, experience and role, the platform allows us to quickly pinpoint disparities and make informed adjustments aligned with our commitment to fairness. This lays the foundation for more proactive reviews in the years ahead.

We prioritize incentive plans that discourage excessive risk-taking and align with client, colleague and company interests. Our incentive compensation plans include clawback provisions, and our Compensation Recovery Policy requires executives to return incentives deemed to have been erroneously awarded due to a financial restatement within a three year look back period.

Supporting health, safety and well-being

The success of our business is fundamentally connected to the health, safety and well-being of our employees. Our detailed business continuity and emergency response plan provides guidance for our teams in the event of emergency, disaster or serious business interruption. Every team member completes formal training on this plan upon starting their career at Banner, and on an annual basis. This complements other mandatory annual training on the policies and procedures detailed in our Safety and Security Statement, Employee Handbook, and Code of Ethics and Business Conduct.

We track and benchmark our safety performance over time to assess our progress. We do this primarily through the total recordable incident rate, a measure of occupational health and safety based on the number of safety incidents reported relative to the number of employees present and the number of hours worked. While this metric is not material for the financial services industry, we are proud to report our total recordable incident rate for 2024 was 0.47.

Risk mitigation is only one part of nurturing a healthy, productive workplace. We also invest in a wide variety of programs and benefits related to employee well-being and helping our employees create and maintain a healthier balance between the different aspects of their lives.

For example, all employees—and up to five of their family and friends—can access unlimited, one-on-one coaching through our Wellness Coach benefit. This provides expert advice and guidance in vital areas such as fitness, nutrition, life coaching and financial planning. In 2024, 1,271 employees were registered in Wellness Coach, including 257 new users, as well as 132 friends and family users.

Comprehensive mental health support can be accessed through text-based and telehealth services, a 24-hour nurse line and our Employee Assistance Program (EAP). We also offer dedicated cancer care coaches who are available around the clock to help employees and their caregivers with personalized guidance during difficult times. To further support our employees, we introduced pet insurance and legal insurance as optional employee benefits in 2024.

Employees working at least 20 hours a week on average (along with their eligible family members and domestic partners) are provided with extensive health insurance benefits, including telehealth services for convenient access to care. We understand that work is only one part of our employees’ lives. By making sure they have the time and space to focus on their personal lives, we help them perform better at work, too.



Northern California Branch Managers (l. to r.): Sarjit, Jeremy and Jonathan.



As a result, our employees benefit from flexible schedules and generous paid time off, including up to 16 paid hours annually for personal leave that can be used for any purpose, including to recognize religious or culturally significant holidays.





A healthy work-life balance is also built on the understanding that sometimes events in our personal lives need to take precedence. For those navigating life-changing events, we offer up to eight weeks of leave for both birth and non-birth parents, including adoptive or surrogacy arrangements. This underscores our dedication to creating a family-friendly workplace where all employees feel supported in their personal milestones. In 2024, we supported 62 new parents through parental leave support.

Employee-related merger and acquisition (M&A) impacts

Banner had no M&A-related activity in 2024. With any M&A-related activity, we seek to retain talent by prioritizing filling open positions prior to effecting any displacement.



We successfully integrate wellness challenges into our workplace culture to promote healthier practices and lifestyle choices, as well as a little friendly competition. In 2024, our employees, along with their friends and families, took part in challenges relating to:

-  Walking
-  Nutrition and hydration
-  Financial well-being
-  Sleep well-being

Wellness Coach impact in 2024:

 257  
New users

 265  
Personal coaching sessions

 160  
Challenges

 404,751  
30% increase in wellness minutes

 944,175,524  
Steps



# Our Communities

Banner first opened its doors as a small thrift in 1890, providing an important resource to the community throughout all economic cycles. Today, the scope of our business has expanded dramatically, but our community spirit remains as strong as ever. In times of uncertainty, providing a deep and responsive connection to the communities we serve is even more important. We continue to support our communities’ needs in both traditional and innovative ways.

## Helping communities access the financial services they need

The right kind of financial resources and guidance can have an immense impact on the choices people make. Through strategic investments, innovative partnerships and an expanding suite of targeted products, we continued solidifying our role as a catalyst for positive change across our footprint by expanding our communities’ access to these valuable resources.

We are pleased to report we again earned an Outstanding rating in the latest Community Reinvestment Act (CRA) examination by the Federal Deposit Insurance Corporation (FDIC) for the second consecutive review cycle. A strong rating enhances our reputation, helps build trust with stakeholders, and showcases our leadership in meeting the credit needs of underserved communities in low- and moderate-income areas.

In 2024, we originated nearly \$405 million in community development loans supporting affordable housing, economic development, community revitalization and community services. Affordable housing represented 94% of this lending, with community services, economic development and community revitalization representing the remaining 6%.

We have years of experience collaborating in community development, effectively harnessing the expertise and innovative thinking of our teams.

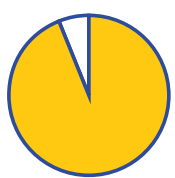
Through engagements such as the Black Home Initiative, we continuously find new ways to promote financial equity and decrease barriers to homeownership for underrepresented groups. This program, combined with our affordable mortgage offerings and supportive products, underscores Banner’s unwavering dedication to fostering inclusive economic growth in the communities we serve.

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### Community Development Loans 2024



**\$405**  
million



**94%**  
affordable housing



North Grants Pass Branch Manager Jodi (right) delivers check to Josephine County Food Bank representative.



Our suite of financial access products

Creating pathways to homeownership is one of the most important ways we can create long-term value for our communities. We support our clients with a suite of tailored products and services designed to address the financial barriers many people face.



Los Angeles home buyer event (l. to r.): Residential Loan Officer Jeff, Glendora Branch Manager Jennifer and Monrovia Branch Manager Joe.



**46%**  
increase in new potential  
homebuyers attending  
workshops



First-time homebuyer education

Our mortgage team continues to focus on their strategic initiative of promoting comprehensive educational resources to empower prospective new homebuyers with the knowledge and tools they need to make informed decisions. Through workshops, online resources and one-on-one consultations, we provide free education on topics such as credit readiness, mortgage options and budgeting for long-term success. In 2024, our team offered 212 homebuyer workshops, attended by more than 1,500 potential new homebuyers—increasing our impact 46% compared to 2023. This effort directly contributed to another year of first-time buyers accounting for a strong percentage of the Bank’s overall mortgage originations—37% in 2024. This is especially meaningful assistance while housing prices continue to rapidly increase across the U.S.



**\$14.2 million**  
in 87 Affordable Mortgage  
Program Loans



Affordable Mortgage Program (AMP) & Down Payment Assistance (DPA)

Our Affordable Mortgage and Down Payment Assistance programs aim to support buyers on the path to homeownership. Our AMP provides a fixed-rate loan for owner-occupied, single-family residences and our DPA provides access to homeownership with little or no down payment. In 2024, we originated 87 loans tied to these programs, totaling \$14.2 million.



Community Heroes & Veterans Home Loans

This specialized loan program recognizes the exceptional contributions of veterans, active-duty military, first responders and other community heroes. With competitive rates, reduced costs and flexible terms, the program provides those who dedicate their lives to serving their communities with the financial support they deserve. In 2024, we funded 47 of these loans, totaling more than \$20 million.

Helping families buy their first home with our Affordable Mortgage Program

Robin and her family in Forest Grove, Ore., faced several setbacks on their path to homeownership before finally getting keys to their forever home. The journey included losing their rental housing when their landlord decided to sell, followed by a failed county permitting process and temporary housing in a hotel.

Over five years, West Tuality Habitat for Humanity volunteers worked tirelessly to support Robin and help her secure permanent housing. With Habitat’s guidance, the family was able to buy their own home using our Affordable Mortgage Program and Habitat helped remodel the home, making it perfect for her family.

Robin and her family received the keys to their new home at a move-in ceremony attended by community members, including members of our mortgage team. Robin’s transition to her new home was completed in just 90 days, thanks to the combined efforts of Habitat volunteers and Banner’s unique Affordable Mortgage Program.



Investments that transform communities

Our affordable housing efforts remained strong in 2024, with \$383 million in debt financing, supporting critical projects in California, Idaho, Washington and Oregon. These 33 loans encompassed 28 projects, delivering 1,809 new living units.

A sampling of key initiatives for the year included:

- A partnership with KeyBank to co-finance a project in the greater Lewiston, Idaho/Clarkston, Washington area that enhances housing access in a critical footprint. Our share of the loan was \$6 million. The project sponsor specifically requested our involvement due to our track record of community support.
- Supporting the Spokane Housing Authority to advance affordable housing solutions in Eastern Washington. This multi-phase project replaces an existing building with an 88-unit complex for seniors and those with disabilities, providing access to safe housing to meet their needs.
- The grand opening of the ShoreLINE, a transit-oriented affordable housing development that provides 126 apartments to low-income families in San Diego. Built on a former park-and-ride lot, the development is part of a larger plan to redevelop the San Diego Metropolitan Transit System’s park-and-ride locations into transit-oriented developments.

- A collaboration with Jamboree Housing to finance the adaptive reuse of a historic building, originally built in 1906, into an affordable housing complex in Chico, Calif. The Jamboree Housing organization acquired the site and completed significant renovations to create 59 units, 58 of which are affordable homes for people experiencing housing challenges, including individuals, families, seniors and those with disabilities, low-income and special needs.

Low-income housing tax-credit equity investments also grew significantly, more than doubling to \$60 million in 2024 from \$28 million the prior year. Through targeted initiatives, we achieved several milestones, including our largest equity investment to date: a \$20 million investment in a single fund. These funds focused on areas in the Pacific Northwest, driving progress in affordable housing efforts.

We are pleased to report Banner Bank was named 2024 Investor of the Year by Merritt Community Capital Corporation, a mission-oriented affordable housing funder serving the state of California. This recognition highlights our continued focus on increasing affordable housing in the markets we serve.

Low-income housing tax-credit equity investments grew significantly, more than doubling to \$60 million in 2024 from \$28 million the prior year.



Accounting Controller Gretchen at the Habitat for Humanity Spokane Blitz Build.

Commercial affordable housing lending

We continued to finance critical affordable housing projects throughout our footprint, demonstrating our commitment to helping alleviate the national housing crisis while supporting vital developments in the communities we serve. In 2024, our support resulted in:



1,089  
new living units  
delivered



\$383  
million in debt  
financing



33  
loans funding  
28 projects



Financing community and well-being in San Diego

The Cuatro at City Heights project is designed to provide 115 affordable rental housing units and two unrestricted managers’ units across four separate sites in San Diego.

We are proud to have participated in the funding for this important development, which targets households with incomes ranging from 30% to 60% of the Area Median Income (AMI), ensuring affordability for families, including large families, and veterans experiencing homelessness. With sites strategically located near major bus lines, the project is designed to enhance accessibility for residents.

This project addresses the critical need for affordable housing in San Diego by providing stable and secure living conditions for low-income families and veterans. The involvement of City Heights Community Development Corporation and Interfaith Community Services ensures comprehensive support and services for residents, fostering a sense of community and improving quality of life. The scattered-site approach also integrates affordable housing into existing neighborhoods, promoting diversity and inclusivity.



115  
affordable housing  
rental units provided  
through this project



Sunset Cliffs Natural Park, Calif.--photographed by Grace (2024 Employee Photo Contest)

A reliable presence in times of uncertainty

Changing economic conditions can have significant impacts on family finances and businesses’ ability to operate. Our proactive lending practices and more than century-long presence in many of our communities help provide stability and reliability for our clients. While some financial institutions paused lending or scaled back offerings in 2024, we continued lending and maintained our full suite of financial products and solutions. We believe that demonstrating our unwavering commitment to fostering financial well-being for clients and local economies is especially critical during economic uncertainty.

In 2024, we again filled a vital role in financing construction and housing projects, helping sustain momentum in key parts of the economy. Some builders, who once relied on self-financing, increasingly turned to us for more focused support as interest rates stabilized. Through our consistent lending, we continue to help clients overcome immediate challenges and lay the foundation for long-term growth once volatility normalizes.



Supporting communities

Last year, our employees actively participated in volunteering and financial giving, supporting nonprofit organizations focused on affordable housing, financial literacy, community development and many other important causes.

For example, we added another approach to tackling the affordable housing crisis by partnering with the Federal Home Loan Bank (FHLB) of Des Moines and its Member Impact Fund, which supports eligible organizations in Oregon and Washington. We donated to 11 Washington nonprofits and nominated them to receive matching FHLB grants. Through this \$3-to-\$1 match framework, our contributions were leveraged into \$256,000 in critical funding to those organizations. The organizations were selected based on the need to support capacity-building or working capital necessary to strengthen their ability to serve affordable housing or community development needs, including job training, affordable housing, financial literacy, food banks and youth programs.

These grants included:

- \$70,000 to Habitat for Humanity of Spokane, serving the Spokane Region
- \$20,000 to Common Ground Community Housing Trust, serving Greater Wenatchee Valley
- \$20,000 to Lopez Community Land Trust, serving Lopez Island

- \$20,000 to Habitat for Humanity of Whatcom, serving Whatcom County
- \$24,000 to Habitat for Humanity of Tri-County Partners, serving Benton, Franklin and Walla Walla counties
- \$14,000 to Chelan Valley Housing Trust, serving the Chelan and Manson communities
- \$18,000 to Opal Community Land Trust, serving Orcas Island
- \$20,000 to the Office of Rural and Farmworker Housing, serving rural Washington communities
- \$20,000 to Catholic Charities Housing Services, serving Central Washington communities
- \$20,000 to CJK Community Homes, serving Pierce County
- \$10,000 to Habitat for Humanity Yakima Valley Partners, serving the Yakima Valley

In addition to our support of Washington non-profits, we also leveraged our \$14,500 in contributions to garner \$58,000 for 3 nonprofit organizations in Oregon.

In 2024, we launched Banner Gives and Banner Serves—two digital platforms that greatly expanded how effectively we engage in the community. Banner Gives helps our CRA team manage funding applications and make awards to community organizations. This solution streamlines the application and funding process, enabling our team to more effectively respond to requests and meet the needs of the communities we serve while

allowing those requestors to monitor the status of their requests.

Banner Serves is an innovative and user-friendly platform enhancing the Bank’s employee engagement in volunteerism. This hub makes it simple for employees to search and sign up for volunteer opportunities, share causes they are passionate about, log volunteer hours for CRA and non-CRA activities and track their activities throughout the year. The platform fosters a sense of community and shared accomplishment by allowing employees to post and view photos, showcasing how their efforts are contributing to positive change across our footprint. At year-end, 46% of all employees had created their Banner Serves personal profile.



Josephine County Food Bank representative picks up donations from Banner’s North Grants Pass Branch.

Fighting food insecurity

Our employees and clients rallied together again to help people facing food insecurity throughout the communities we serve. Our annual Fall Food Drive resulted in 16,500 non-perishable food items and more than \$41,000 in donations to food banks and food assistance programs across our footprint.



**\$41,000+**  
raised



**16,500+**  
non-perishable  
items collected



Snapshot of employee volunteering

As part of our commitment to the communities we serve, we aim to provide employees with meaningful opportunities to volunteer with causes they feel individually connected to. Our long-standing Community Connections program offers employees up to 16 hours of paid time off to volunteer during work hours with organizations of their choice. We also encourage employees to take leadership roles in these organizations as part of their professional development. Community Connections not only benefits the communities we serve, it also helps individual

employees gain new skills, provides opportunities for leadership development, and fosters a sense of purpose among our employees. During 2024, employees across our footprint volunteered a truly impressive number of hours, supporting a range of amazing organizations.

Snapshot of CRA giving

We extended our philanthropic reach in 2024, specifically related to our CRA areas of focus. This included supporting nonprofit organizations that provide health and social services, delivering emergency food boxes and helping victims of domestic violence and sexual assault.

Number of Activities	5,384		
Total Volunteer Hours	18,115	4,896	Volunteer hours spent in a Board capacity
Number of Volunteers	902	195	Number of employees volunteering in a Board capacity
Organizations Supported	875		

Grants Approved	Total Donations	Affordable Housing	Community Services	Economic Development	Financial Education	Average Donation
200	\$788,900	33%	53%	12%	3%	\$3,945



Northern California team members at the Sac Century Challenge.



# Governance





# Our Approach to Governance

Strong, responsible governance remains an essential part of the Bank’s success. Our processes and policies support integrity, trust and protection of our clients’ money and privacy.

Throughout the year, the Board reviewed our corporate responsibility strategy to effectively manage related risk, position us to take advantage of market opportunities and meet the long-term priorities of our stakeholders. We provide the latest data and insights to our Board through regular


committee reports, addressing cybersecurity, ethics, human capital considerations and climate risk.

The Board maintained its focus on succession planning for senior leadership, recognizing the critical significance of consistently having the appropriate leadership talent in place. We value diverse representation and are committed to fostering an inclusive and comprehensive leadership structure.

Our Code of Ethics is on file with the Securities and Exchange Commission (SEC) and is reviewed annually by the Board. Our employees complete annual ethics training as part of our culture of compliance. Our sales practices are designed to align with all applicable laws, policies and internal standards, reinforced by consistent training and monitoring.

Our anonymous third-party hotline, EthicsPoint, is promoted on our website and available anytime by phone and online for client, employee or other stakeholder concerns. Any concern submitted through the hotline and our Complaint Management Program is escalated quickly and addressed.

Feedback from our clients, both positive and negative, is an invaluable source of insight into the way our products, services and client experiences impact the daily lives of our clients. We aim to use all client feedback as a tool for continuous improvement of our products and services. In 2024, the Digital Banking and Product teams undertook a range of actions aimed at reducing complaints, such as expanding electronic communications and self-service options.



Board Size

11

directors

Gender Diversity

36%

4 of 11 directors identify as female

Racial Ethnic Diversity

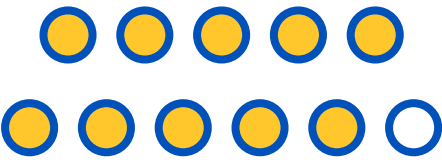
27%

3 of 11 directors identify as other than “White (not of Hispanic or Latino origin)”

Overall Diversity

55%

6 of 11 directors have at least one diversity characteristic



Board Independence

91%

10 of 11 directors are independent



# Board of Directors



**Roberto R. Herencia**  
(Chairman)



**Connie R. Collingsworth**



**Mark J. Grescovich**



**John R. Layman**



**Kevin F. Riordan**



**Paul J. Walsh**



**Ellen R.M. Boyer**



**Margot J. Copeland**



**David A. Klaue**



**John Pedersen**



**Terry S. Schwakopf**

# Executive Officers

**Mark J. Grescovich**, President and Chief Executive Officer

**Mark Borrecco**, EVP, Chief Banking Officer

**Janet M. Brown**, EVP, Chief Information Officer

**Robert G. Butterfield**, EVP, Chief Financial Officer

**James M. Costa**, EVP, Chief Risk Officer and Chief Operating Officer

**Karen Harrison**, EVP, Community Banking Executive

**Kayleen R. Kohler**, EVP, Human Resources, Chief Diversity Officer

**Kenneth A. Larsen**, EVP, Mortgage Banking Director

**Sherrey Luetjen**, EVP, General Counsel, Secretary

**James P.G. McLean**, EVP, Commercial Real Estate Lending Division

**Scott Newman**, EVP, Chief Audit Executive

**Cynthia D. Purcell**, EVP, Chief Strategy and Administration Officer

**M. Kirk Quillin**, EVP, Chief Commercial Banking Executive

**James T. Reed, Jr.**, EVP, Commercial Banking

**Jill M. Rice**, EVP, Chief Credit Officer

Director and executive officer information is as of December 31, 2024.



# Total Directors with Particular Qualifications and Experience

(out of 11 total Directors)

5

Financial Expertise/Audit Committee Financial Expert

3

Communications/Marketing

11

Leadership

8

Strategic Planning

8

Mergers & Acquisitions (M&A)

7

Financial Industry Experience

8

Public Company Governance/Corporate Governance Best Practices

1

Information Technology/Cybersecurity/Artificial Intelligence

8

Risk Management

5

Legal/Regulatory

11

Prior Board Experience/Interaction

11

Geographic Representation

6

Human Capital Management/Executive Compensation

5

Organizational Effectiveness/Continuous Improvement

For further information, see our [2025 Proxy Statement](#).





### Responsible sales practices

We are committed to engaging in responsible sales practices that are consistent with applicable laws, regulations and guidance as well as our own policies and values. We believe compliance with consumer protection laws is a shared responsibility at every level of our organization. We provide regular training to new hires as well as existing employees regarding appropriate sales techniques, expectations for incentives and common risky behaviors for employees and service providers. Our Compliance team also provides regular reports to the Board that outline sales practice monitoring efforts, first line of defense reporting and trends in complaints.



### Three lines of defense model

Banner Bank’s three lines of defense model is the cornerstone of our governance structure and helps provide effective risk management and control oversight. This framework divides responsibilities and functions related to risk management into three distinct lines, each with its own role and purpose.

- **First Line of Defense** is comprised of the front-line business line units that are directly responsible for owning, managing and executing processes and activities that generate risk.
- **Second Line of Defense** serves as subject matter experts to design the risk framework in partnership with the first line and provides oversight of our risk appetite.
- **Third Line of Defense** is our internal audit function which operates independently from the first and second lines and provides an objective evaluation of the effectiveness of the Company’s risk management and control processes.

### Driving continual improvements in IT and cybersecurity

Our ability to provide long-term support to clients and communities depends on continued investments in managing cybersecurity and IT risks. As a result of regular reviews of our approach, we made no significant changes to the governance structure overseeing IT technology and cybersecurity in 2024. We believe our approach effectively safeguards data and mitigates potential threats. However, that doesn’t mean we should ever let down our guard.

Employee education took center stage in 2024 as we expanded training on identifying scams and fraud. We increased the frequency of email phishing simulations as well as phone phishing, or “vishing,” tests. These simulations better equip our employees to identify and prevent potential threats, reinforcing a ‘security-first’ mindset across our entire organization.

2024 also marked the first full year of our Generative AI (Gen AI) policy. The policy created a foundational governance process to support our adoption and use of Gen AI technologies and requires a comprehensive vetting process for proposed uses of Gen AI within the organization. Overseen by our Fintech Council, this vetting process evaluates potential Gen AI applications relative to our strategic priorities, goals, mission, values, risk appetite and data security policies.

We refined this process in 2024 to better facilitate innovation in our day-to-day work while maintaining our security and risk management standards. We expect we will continue to refine our policy as Gen AI technology continues to evolve and our engagement expands.

Our IT team also completed a number of bankwide integrations and enhancements to our IT infrastructure last year, enabling greater collaboration and strengthening security. No matter where our employees are located, they have a uniform, modern, secure and connected working environment. These changes better support remote work and streamline workflows, and we anticipate they will reduce time spent on version control and switching between tools.

### Third-party management

We took important steps toward integrating corporate responsibility and inclusion within our third-party management processes. During the year, we executed a number of Request for Proposals (RFPs) that included questions specifically covering corporate responsibility and ethical practices. By aligning our third-party management practices with our broader corporate values, we aim to promote a stronger foundation for our relationships with third-party providers.



# Environment







Our TCFD Report

Our most recent Task Force on Climate-related Financial Disclosures (TCFD) report outlines our climate-related risks and opportunities. It illustrates how we identify and manage those risks, including scenario analysis, as well as our Scopes 1, 2 and 3 greenhouse gas (GHG) emissions calculations.

You can find the latest report at [www.bannerbank.com/impact](http://www.bannerbank.com/impact).

Our Environment

The unique and beautiful landscapes and natural habitats that stretch across our footprint are part of our shared history and identity. Doing the right thing often means helping people deal with the challenges they face today while also looking ahead to help them build better futures. Protecting and preserving our amazing natural spaces for future generations helps support healthier and more resilient communities.



Establishing Our Climate Risk Program

We are increasingly focusing on the intersection of sustainability and financial stability. We view understanding this emerging area of risk management as key to our ability to make responsible, long-term decisions that support both economic resilience and environmental well-being. Our Climate Risk Program integrates climate risk management into our overarching risk framework, allowing us to prepare for evolving regulatory standards and understand the climate-related risks that may impact our business.

In 2024, we concentrated on deepening our understanding of climate risks, such as wildfires,

floods and other climate-related events in our footprint. Recognizing the potential impact these events could have on our loan portfolio and long-term resilience, we worked toward implementing methodologies to effectively assess and manage these risks.

We onboarded a state-of-the-art tool to provide a forward-looking view of climate-related risks and evaluate present-day seismic risks like earthquakes, so our teams have a complete picture of potential threats. Using this tool, we will look for ways to further integrate climate insights into critical decision-making areas and regulatory reporting.

Other Climate Risk Program initiatives undertaken in 2024 included:

- Strengthening our ability to analyze climate risk exposure and making steps toward efficient

integration into portfolio monitoring and decision-making processes.

- Completing steps to advance the potential incorporation of climate-related financial risk management into real estate loan evaluations.
- Preparing for compliance with upcoming climate disclosure regulations.
- Reviewing and refining our TCFD and Climate Risk Statement to align with program developments and regulatory guidance.

Through our Climate Risk Program, we are taking a proactive stance on climate risk management. By providing our teams with the right tools and insights to make data-based decisions, we are helping understand and mitigate the risks to our business and our communities in a changing world.



# Measuring Our Emissions

As part of our Climate Risk Program, we continued to improve our greenhouse gas (GHG) disclosures in 2024, including expanding our reporting framework to capture a more comprehensive view of our emissions.

Importantly, we added Scope 3 emissions to our disclosure suite. Specifically, we began accounting for Scope 3, Category 6, which refers to emissions generated by business travel. This includes transportation-related emissions from work-related activities in vehicles not owned or operated by the Bank, such as planes, trains, buses and rental cars. It also incorporates emissions from transportation providers themselves, including airlines. This step significantly enhances our GHG reporting capabilities and will allow us to more effectively pinpoint ways we can improve our sustainability strategy.

\*Emissions expressed in Metric Tons of Carbon Dioxide Equivalent (MT CO<sub>2</sub>e)

Note 1: Scope 1, Scope 2, and Scope 3, Category 6 emissions calculations were developed in accordance with the GHG Protocol. Limited Assurance has been provided for emissions calculations.

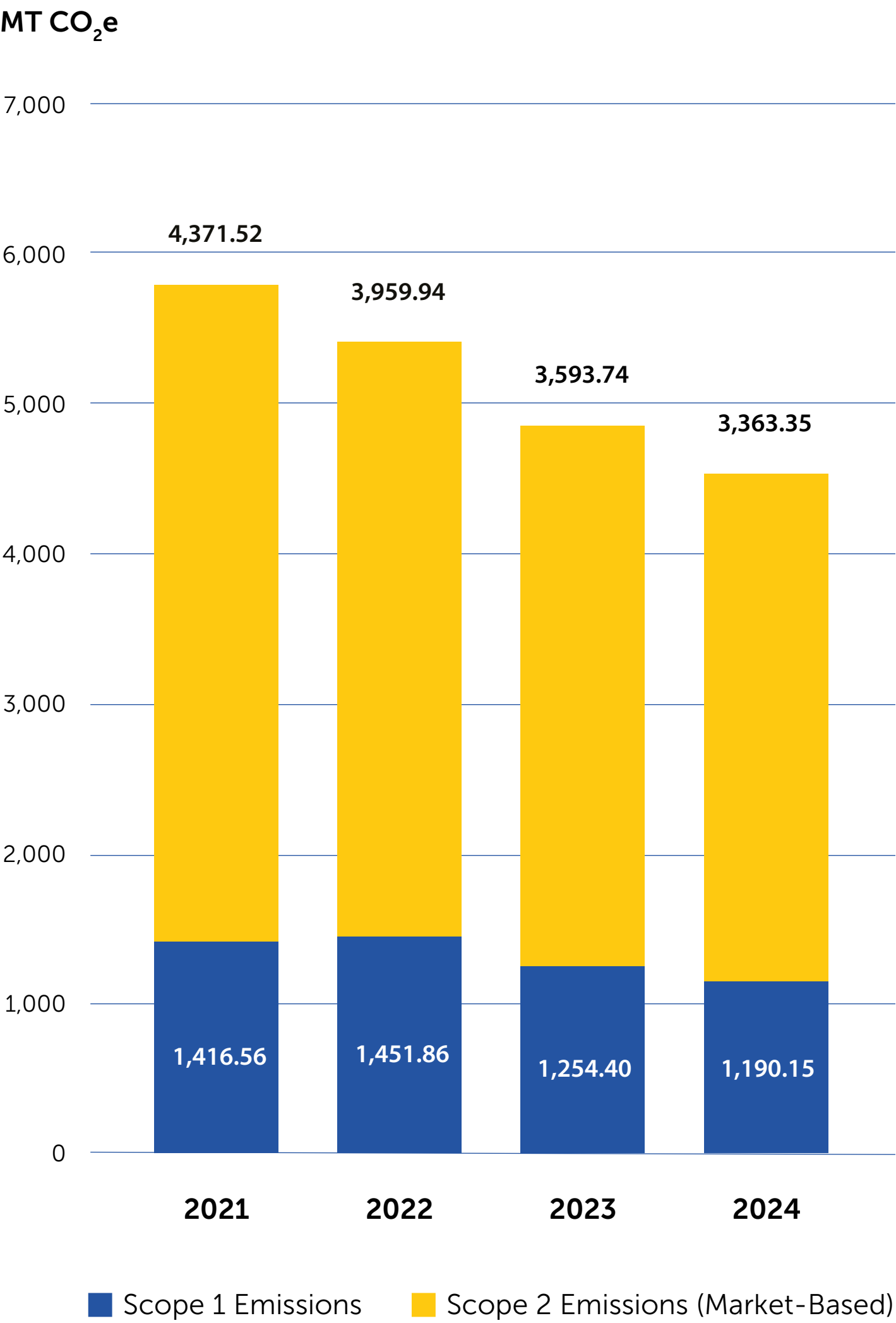
Note 2: Utility consumption is based on actual utility invoices for properties where Banner receives a utility bill, and estimated for properties that Banner controls, but does not receive a bill. Fugitive emissions are considered immaterial.

Note 3: Scope 3, Category 6 emissions are based on business travel expenses.

Note 4: No base year for GHG emissions calculations will be determined until remissions reduction targets are established.

Note 5: The threshold for base-year emissions recalculation will be 10% of base year emissions, determined on a cumulative basis from the time of the established base year.

Calculated Greenhouse Gas Emissions*	2021	2022	2023	2024
Scope 1 Emissions	1,416.56	1,451.86	1,254.40	1,190.15
Natural Gas	1,325.04	1,379.44	1,187.78	1,148.16
Fuel Oil/Diesel	34.61	21.00	0.92	0.90
Propane	25.59	18.80	15.31	17.59
Gasoline (Mobile Combustion)	31.31	32.62	50.38	23.50
Scope 2 Emissions - Electricity (Location-Based)	4,355.02	3,946.48	3,384.68	3,335.40
Scope 2 Emissions - Electricity (Market-Based)	4,371.52	3,959.94	3,593.74	3,363.35
Total Scope 1 & 2 Emissions (Location-Based)	5,771.58	5,398.34	4,639.08	4,525.55
Per 1,000 SF	4.73	4.76	4.46	4.46
Per Revenue (Millions)	9.73	8.59	7.48	7.44
Total Scope 1 & 2 Emissions (Market-Based)	5,788.08	5,411.80	4,848.14	4,553.50
Per 1,000 SF	4.75	4.77	4.67	4.48
Per Revenue (Millions)	9.76	8.61	7.81	7.48
Scope 3 Emissions, Category 6: Business Travel				939.06
Per Employee				0.48
Building Area (SF)	1,219,379	1,133,706	1,039,240	1,015,700
Revenue (Millions)	\$593.31	\$628.43	\$620.41	\$608.60
Employees				1,956





Operating more sustainably

Reducing waste and efficiently using resources is an important part of contributing to a more sustainable future. In 2024, we worked to better understand our total energy consumption, including mapping data for electricity and natural gas usage. This work has laid the foundation for more proactive energy management and reduction strategies in the years ahead.

Initiatives like our Managed Print Program demonstrate the impact even relatively small changes can have. Launched in 2024, the program focuses on reducing the total number of printers across our offices, standardizing models to minimize waste, and ensuring old hardware is responsibly recycled or resold. The ripple effects of this effort, including reduced toner waste and improved energy efficiency, are expected to further enhance sustainability in 2025. We also phased out Styrofoam purchases across our footprint.

Financing environmental and social projects

Our approach to sustainability extends far beyond our branches and offices. We are helping our communities become more climate-friendly through the projects we finance. In 2024, we provided loans to a number of clients and communities to pursue projects that exemplify innovation, responsibility and positive impact.


Our PowerWise personal home loan supports homeowners buying, building or updating an energy-efficient home, independent of the power grid. Our HomeFresh loan provides financing for home improvement and repair, supporting homeowners in purchasing and renovating older homes. Together, these loans accounted for more than half a million dollars in lending in 2024.

Our Commercial Real Estate division has been instrumental in advancing sustainability across our footprint. This team is working closely with clients committed to incorporating green design principles, energy efficiency and environmentally conscious construction practices. In 2024, we provided loans that supported the construction of more than 2,500 homes and multi-family units built to meet rigorous standards, such as California Green Building Standards, LEED certifications, Built Green Standards and the inclusion of Energy Star appliances. As an organization, we want to promote the idea that environmental stewardship and community development are not two distinct things. Rather, they are part of a greater, more unified view of building a more prosperous future that is sustainable over the long run.




Working to eliminate e-waste

Electronic waste (e-waste) is any electrical or electronic equipment that would otherwise be discarded to a landfill site instead of being recycled or reused. In 2024, we continued our engagement with a third-party electronics recycling company to securely and sustainably retire hardware. This initiative resulted in securely recycling over 1,500 hardware items, for a total of 17,775 pounds of recycled electrical or electronic equipment with a remarkably low total cost to the Bank. This low program cost is primarily due to the resale value of the recycled equipment, which offsets program expenses.



**17,775 lbs**  
of e-waste recycled



**8.03 tons**  
of CO<sub>2</sub> emissions  
offset





### **Financing pioneer, energy-efficient living in Portland**

Located in Tigard, Ore., The Steward is the first building west of the Willamette River to receive the Energy Trust of Oregon’s “Path to Net Zero” designation. The project was led by our client, a Portland-area development firm focused on commercial and mixed-use developments. Banner financed this innovative project which created a positive environmental impact.

This five-story, all-electric apartment complex includes 55 residential units and 1,700 square feet of commercial space, with rooftop solar panels that help offset energy use. Residents enjoy modern comforts, like induction ranges, efficient heat pumps and floor-to-ceiling energy-efficient windows, with the expected benefit of lower monthly electricity bills.

The Steward also includes several other renewable energy solutions, such as heat pump water heaters with three tanks totaling over 1,500 gallons, 16 EV chargers and a fully EV-ready parking garage. The building earned Earth Advantage Gold certification, demonstrating the builder’s commitment to eco-conscious construction that exceeds code requirements.

**The Steward apartments.**



# Committed to Always Doing the Right Thing

Banner Bank celebrates 135 years in business in 2025. Our company’s longevity is built on the ability to turn our guiding principles into meaningful action and positive relationships. For us, corporate responsibility touches every part of our operations, from improving our operating efficiency and providing financial support to those in need, to reducing waste and nurturing a culture anchored by equity and mutual respect.

We are proud of what we’ve accomplished in 2024 to further our positive impact on our employees, clients and communities. Our focus on resilience, stability and creating long-term value allows us to navigate shifting economic and regulatory uncertainty with purpose and relentless effort. Whatever the future holds, our stakeholders can be sure that the Company and our employees will maintain our focus on doing the right thing.

In addition to this report, we share updates on our ongoing corporate responsibility efforts on our website, including continually posting new community and client stories.

You are invited to review our overall progress any time at [www.bannerbank.com/impact](http://www.bannerbank.com/impact).



Shoshone Falls Park, Idaho--photographed by Jessica (2024 Employee Photo Contest)



# About This Report

Banner’s Corporate Responsibility Report aims to provide transparency into our strategy, efforts and accomplishments on corporate responsibility-related initiatives for the fiscal year ended Dec. 31, 2024 (unless otherwise noted). We undertake no obligation to update the information in this report or otherwise notify you in the event any views, opinions or facts stated in this report change or subsequently become inaccurate. Any goals or plans discussed in this report are aspirational and/or reflect management’s good faith belief as to potential future events, and we cannot guarantee or promise that they will be achieved.

In preparing this report, we worked with internal subject matter experts to develop and review relevant content and we leveraged internal reporting experts to obtain documentation supportive of the report’s content. Prior to publication, the report was subject to multiple rounds of review and revision by a cross-functional team of colleagues. The report was also reviewed

by our internal Disclosure Committee—the same group responsible for reviewing Banner’s periodic SEC reports (Forms 10-Q and 10-K)—and was made available to our Board of Directors’ Corporate Governance/Nominating Committee and Risk Committee for feedback prior to publication. Our Internal Audit function is also helping evaluate and improve the effectiveness of our corporate responsibility disclosure controls over time.

Data in this report may be estimated and based on assumptions. Additionally, certain information in this report has not been prepared in accordance with generally accepted accounting principles (GAAP). It has not been independently audited. Certain topics identified as particularly important to Banner and its stakeholders may be referred to as “material.” The use of “material” or “materiality” in this report is distinct from, and should not be confused with, these same terms as construed in accordance with securities laws or regulations or as used in the context of financial statements and reporting.

This report does not constitute an offer or sale of any securities. The information in this report shall not be deemed to be incorporated by reference in any filing under the Securities Exchange Act of 1934 or the Securities Act of 1933, except as expressly set forth by specific reference. This report is for general informational purposes only, is not comprehensive and contains only voluntary disclosures.

The report should be read in conjunction with other publicly disclosed material such as Banner Corporation’s Annual Report on Form 10-K and quarterly reports on Form 10-Q, with particular attention to the “Forward-Looking Statements” and “Risk Factors” sections of those reports.

As used in this report, “Banner” may refer to Banner Corporation and/or its subsidiary bank, Banner Bank. Additional corporate responsibility material can be found on our website at [www.bannerbank.com/impact](http://www.bannerbank.com/impact).

## For more information:

[Code of Conduct](#)[Community Reinvestment Act](#)[Complaint Management](#)[Fair Lending and Debt Collection Practices](#)[Global Reporting Initiative \(GRI\) Index](#)[Governance Documents](#)[IT Governance](#)[Product Management](#)[Respectful Workplace](#)[Responsible Sales Practices](#)[Safety And Security](#)[Social, Environmental and Climate Credit Risk Management](#)[Sustainability Accounting Standards Board \(SASB\) Index](#)[Task Force on Climate-Related Financial Disclosures Report](#)[Whistleblower](#)



| Let's create tomorrow, together.



Member FDIC

