

CENTRAL PACIFIC FINANCIAL CORP. (“CPF”)

2025 CPF CARES REPORT

INTRODUCTION

Central Pacific Bank is the only bank subsidiary of Central Pacific Financial Corp., a bank holding company listed on the New York Stock Exchange. In this Report, “CPB” is used to refer to both Central Pacific Bank and Central Pacific Financial Corp.

CPB believes that a commitment to sound corporate governance practices, including social, environmental, and economic responsibility, is important to our success as a company. As such, we are committed to integrating governance, social and environmental considerations into our business practices and operations. Our priority is to mitigate risk and improve performance, while optimizing the positive impact on our business, customers, employees, community, and environment.

Since its inception, CPB has served as an essential bank for Hawai‘i’s communities, and we are committed to making our island home a better place to live, work, and play. In today’s ever-changing business environment, we are investing in powerful projects – from homegrown entrepreneurship to community reinvestment – to foster sustainability and economic growth. Internally, we strive for an inclusive, healthy work environment and to be an organization that attracts and retains top talent. Finally, we are investing in safe and secure digital technology to enable our customers to bank from anywhere with confidence.

CORPORATE GOVERNANCE

Leadership

Strong corporate governance shepherded by our Board and management level Executive Committee drives trusted and transparent business practices, intelligent risk management, and long-term sustainability. This leadership, combined with effective strategies and policies, contributes to CPB's culture of high ethics, integrity, and compliance. Information about CPB's Board and management level Executive Committee can be found in our 2026 Proxy Statement. Our Board is 30% female and 80% diverse (meaning directors who self-identify as one or more of: Black or African American, Hispanic or Latinx, Asian, Native American or Alaska Native, Native Hawaiian or Pacific Islander, or two or more races or ethnicities), and our Executive Committee is 25% female and 75% diverse.

Sound Risk Management

Strong policies, disciplined training, internal controls, and monitoring contribute to CPB's approach to risk management. CPB conducts training on an ongoing basis, covering compliance and regulatory topics, as an expectation of all employees. Complaints, quality assurance, and internal controls are diligently monitored and tested with internal and independent audits, with results consistently reviewed by CPB's leadership and Board.

Information on how CPB manages risks can be found under Board and Corporate Governance: Board Oversight in CPF's 2026 Proxy Statement.

Data Privacy

All information we collect about customers and/or employees is obtained through lawful and transparent means, with explicit consent of the data subject where required, and is stored and used only for the purposes for which it was collected, to enable CPB's legitimate business activities.

Privacy Governance: CPB has governance structures in place for privacy management, including compliance with the Gramm-Leach-Bliley Act (GLBA), which is a law that requires financial institutions to protect customer data, and regulates how we collect and disclose customer data. GLBA requires, in part, that we (1) develop and maintain an information security program (see below); (2) use administrative, technical, and physical safeguards; (3) report certain security events; and (4) have methods to detect and reduce unauthorized access to our customer's data. CPB publishes on our website, cpb.bank, a Consumer Privacy Notice (which is also provided to customers as required by law) and Online Privacy Notice.

Privacy Governance and Training: Our Board annually receives a report on our compliance with GLBA, which includes risk assessments relating to customer data and the safeguards we have in place to protect customer data. All CPB employees annually are trained on data privacy topics as part of our information security training. In addition, articles relating to data privacy are regularly posted on CPB's internal employee website.

Reviews of Data Privacy Program: Data privacy is included in CPB's overall information security program (see below). This program includes risk assessments, independent testing, and operational reviews of foreseeable risks towards unauthorized access and disclosure of customer information.

Breach Notification Process: CPB has a formal process to initiate data breach notifications to customers when required by applicable law. We also put breach notification processes in place with vendors who will have access to our customer information.

Information Security

CPB is fully committed to safeguarding the confidentiality and integrity of our customers' information. CPB maintains a formal and comprehensive information security program that protects the confidentiality, integrity, and availability of the Company's information assets. The information security program includes a threat intelligence program, a cyber risk program, third-party risk assessments, a formal incident response program to deal with cybersecurity incidents or breaches, mandatory cybersecurity training of employees and independent contractors both regularly and upon hire, reviews of vendors who handle sensitive information, policies and procedures, compliance to banking regulations, a disaster recovery policy, and annual audits.

Internal Cyber/Information Security Oversight

We have multiple levels of oversight for our information security program:

- Board: Our Board is ultimately responsible for overseeing all of our risks, including information security. The Board reviews and approves the Company's information security program at least annually.
- Board Risk Committee: Our Board established the Board Risk Committee, which is primarily responsible for oversight of cyber/information security. The Board Risk Committee receives updates at least quarterly from the Company's Director of Information Security and Chief Technology Officer regarding cyber/information security matters.
- CPB Management: CPB's Chief Technology Officer is a member of the Management Risk Committee and the Managing Committee.
- Management Risk Committee: CPB's Management Risk Committee oversees information/cyber security risks at CPB to ensure that these risks are identified, measured, managed, monitored, and reported in alignment with CPB's risk appetite, consistent with appropriate risk/reward returns, and in support of CPB's strategic and business objectives.

External Cyber/Information Security Oversight

CPB's cyber/information security program is also regularly assessed by third parties to ensure that we are adequately managing information security risks. These third-party reviews include:

- Penetration Tests: CPB's cyber posture is independently assessed through an annual penetration test.
- Third-Party Cyber Risk Assessments: Quarterly third-party cyber risk assessments are conducted on various key aspects of the cyber program.
- Audits: CPB's Information Technology and Information Security Departments are annually audited by an independent internal auditor and our external auditor.

BUSINESS ETHICS

Code of Conduct and Ethics

CPB maintains a Code of Conduct & Ethics applicable to all employees, officers, and directors. When hired and annually thereafter, CPB employees must certify that they have read and understood the Code of Conduct & Ethics. The Code of Conduct & Ethics can be found on our website at <https://ir.cpb.bank/corporate-overview/corporate-governance>.

Additional Policies

- Corporate Governance Guidelines: Sets the role of CPB's Board, including the qualification and nomination process for directors. This policy can be found on our website at <https://ir.cpb.bank/corporate-overview/corporate-governance>.

- Company Stock Trading Policy: While CPB does encourage employee and director support of the company through stock ownership, there are strict guardrails in place to prevent insider trading. This policy can be found on our website at <https://ir.cpb.bank/corporate-overview/corporate-governance>.
- Sexual Harassment & Other Forms of Unlawful Harassment Policy: With zero tolerance for harassment of any nature, CPB maintains stringent procedures for investigation, discipline, prohibition of retaliation, and confidentiality.
- Whistleblower Protection: CPB has strong whistleblower and anti-retaliation protections through its Complaint Policy, which can be found on our website at <https://ir.cpb.bank/corporate-overview/corporate-governance>. This policy encourages the reporting of complaints and infractions through designated internal channels, or if preferred, through an anonymous alert line hosted by an external third party.

Bribery and Corruption

Bribery and corruption are both against CPB's values and illegal, which could expose both employees and CPB to fines and penalties, including imprisonment and reputational damage. Bribery is the offer, promise, payment of cash, gifts, or even excessive entertainment, or an inducement of any kind offered or given to a person in a position of trust to influence that person's views, conduct or to obtain an improper advantage. Corruption is dishonest or fraudulent conduct by those in power, typically involving bribery. Our policies prohibit bribery regardless of the amount and require fair dealing with all third parties.

Bank Secrecy Act, Anti-Money Laundering, and Fraud

As a financial institution, CPB maintains bank secrecy, anti-money laundering, anti-fraud, and identity (ID) theft prevention programs to identify and report suspicious activity and transactions, and to take action to prevent and prohibit activity that is believed to be illegal, criminal, or fraudulent.

These programs include internal policies, procedures and controls, designated roles and responsibilities, employee training, and regular testing of the program by an independent internal auditor. They are designed to comply with applicable laws and regulations relating to consumer protection, anti-money laundering, counter-terrorist financing, and Office of Foreign Assets Control. CPB has established written Bank Secrecy Act / Anti-Money Laundering and ID Theft Red Flag Policies that are reviewed and approved annually by our Board of Directors. CPB requires that all employees comply with its Bank Secrecy Act / Anti-Money Laundering and ID Theft / Fraud Policies.

Responsible Marketing

CPB is committed to communicating with its customers clearly, completely, and in compliance with all applicable consumer protection laws, such as the federal Truth in Savings Act and federal Truth in Lending Act. CPB's legal and compliance teams regularly review communications with customers such as notices, disclosures, statements, and agreements to ensure compliance with laws and regulations and for clarity of terms and provisions. Advertisements are reviewed for compliance with laws and regulations and to ensure they are not deceptive or misleading. CPB has several policies in place with respect to advertisements and customer communications, and relevant employees are trained on the policies that are applicable to them. Furthermore, CPB's compliance with consumer protection laws is regularly reviewed by our internal audit function.

Responsible Sales Practices

CPB is subject to strict regulations for responsible sales practices. Employees receive training on compliance with consumer protection and sales regulations on an annual or more frequent basis. Training includes but is not limited to the federal Truth in Lending Act, Truth in Savings Act, fair lending laws and regulations, and laws and regulations prohibiting unfair, deceptive, or abusive acts or practices. Applicable employees are also trained on

CPB's debt collection policies and procedures. CPB also has channels, including an anonymous hotline, to report inappropriate sales practices.

STAKEHOLDER ENGAGEMENT

CPB strives to have an open dialogue with all of its stakeholders through both formal and informal engagement. Below is an overview of our engagement with our stakeholders.

Stakeholder	Engagement Overview
Employees	• Employees and managers review goals, accomplishments, and performances on an annual basis. • An annual employee culture survey is conducted and allows us to identify areas of strength and opportunities for improvement to ensure continued satisfaction and retention of our employees. • We offer a comprehensive compensation and benefits package to attract and retain talent.
Customers and Communities	• We offer innovative and affordable solutions to address the banking and credit needs of our customers and community. • We work to educate both our business and individual customers on the products and services available to them, and topics relevant to them, such as fraud and cybersecurity.
Shareholders	• We communicate with shareholders through our Form 10-K Annual Report and Proxy Statement, Securities and Exchange Commission filings, press releases, and our cpb.bank website. • We engage with our analysts and shareholders through quarterly earnings calls, investor meetings and conferences, and annual shareholder meetings.
Industry Alliances	• We, together with our directors and executives, are active in community and business organizations in Hawai'i and beyond.

SUPPORT FOR OUR EMPLOYEES

CPB strives to be a caring employer of choice, supporting successful and healthy employees with programs that focus on professional development and overall well-being. CPB provides a positive work environment where employees are engaged and work together toward shared organizational goals.

Workforce Overview

At the end of 2025, CPB's workforce was over 91% ethnically diverse (non-Caucasian or two or more races), 59% age 40 or older, and 63% female with 48% of all management staff having a supervisory role being female.

Employee Engagement

At the heart of our organization are our dedicated employees. We believe that fostering a culture of employee engagement is crucial for our success. Our annual Employee Engagement Survey provides a platform for our workforce to voice their opinions, concerns, and suggestions. This survey enables us to gather valuable data on employee satisfaction and identify areas for improvement. In 2025, 89% of employees submitted feedback to CPB's annual Employee Engagement Survey, with 87% of respondents indicating that they feel accepted by their immediate coworkers and 84% of respondents being proud of CPB's customer service quality. We are committed to creating a workplace where all employees feel valued, supported, and empowered. We actively address the feedback received from employees to drive positive changes within our organization.

Employee Retention

Our internal fill rate in 2025 was 28%. Total gross turnover for CPB is below the Hawai'i market average for the banking and finance industry. At the end of 2025, 33% of CPB's current staff had been with the organization for 10 years or more, and the average employee had more than nine years of service.

Leadership Development

Strong leadership is essential for driving organizational growth and success. To ensure the continual development and effectiveness of our leaders, CPB has implemented a comprehensive leadership development framework. This framework provides a roadmap for leadership growth and is designed to cultivate essential leadership skills and competencies. It encompasses various components, including leadership training programs, coaching, mentorship opportunities, and ongoing performance evaluations.

CPB's leadership development framework cultivates and nurtures a strong pipeline of capable leaders within the organization. It aims to provide employees with the necessary tools, resources, and experiences to enhance their leadership skills, enabling them to effectively lead teams, drive organizational success, and adapt to a rapidly evolving business landscape. By investing in leadership development, CPB fosters a culture of continuous learning, empowers employees to reach their full potential, and ensures a sustainable leadership succession plan for future growth and success.

Human Capital Management

- Training, Education and Mentorship: CPB believes that employees should constantly grow and learn new skills. Upskilling and developing career pathways for internal promotions is an ongoing priority. CPB's investment in our employees includes the following:
 - *Tuition Reimbursement*: CPB has a tuition assistance program for external trainings and courses. In 2025, CPB provided \$25,107 in tuition assistance for the benefit of employees.
 - *Training*: CPB mandates employee participation in formal training courses in both in-person and online formats. In 2025, CPB employees completed trainings for a total of approximately 13,500 participant training hours or an average of approximately 18 annual training hours per

- employee. CPB has an internal evaluation process to assess the effectiveness of our training programs.
- *Mainland Banking School*: Each year, a cohort of two to three high potential employees is sent to the Pacific Coast Banking School to further develop banking technical skills. In 2025, two CPB employees completed this program.
- *Toastmasters*: Our CPB Toastmasters club helps participating employees gain confidence in public speaking, communication, and leadership skills.
- Community Service: CPB supports its employees giving back to their communities. CPB participates in an annual donation drive for the Aloha United Way, as well as company-sponsored volunteer events. Employees are given three paid community service days for individual volunteer efforts to support local nonprofit organizations.

Total Rewards

Our employees are our greatest asset, and we believe that investing in their well-being is essential. CPB is committed to investing in its employees through a comprehensive and competitive compensation and benefits package that includes health insurance, retirement savings plans, employee development programs, career advancement opportunities, and a focus on preserving a work/life balance.

CPB's compensation philosophy is designed to support our strategic objectives to attract, motivate, and retain talented employees who drive CPB's success. We strive to provide base salaries that align with the market when employees are fully proficient and meet expectations. Employees with extensive experience, who consistently perform above expectations, may be paid a higher base salary, and therefore salaries for these employees may lead the market.

In addition to base salary, our compensation program includes variable pay for all employees. Our variable pay programs are designed to motivate and reward high levels of individual performance that aligns with our corporate strategy and business plan and contributes to CPB's success. In addition, our variable pay programs encourage employees to do the right things for the right reasons for our customers and CPB and are reviewed to ensure that compensation does not improperly incentivize unsafe and unsound practices. Performance both as a team and individual contributes directly to serving CPB's customers and communities; sustaining CPB's strong performance and adding value to shareholders.

Benefits provided by CPB include:

- Competitive salary
- Career advancement opportunities
- Incentive award/bonus program
- Paid Time Off, including vacation, dependent care, community service and sick leave
- Paid Family and Medical Leave (FMLA), including parental leave
- 401(k) Retirement Savings Plan with Company Matching Contributions
- Medical, Prescription Drug, Vision & Dental Plans
- Health & Wellness Programs
- Employee Assistance Program
- Flexible Spending Plan
- Group Life Insurance
- Long Term Disability Insurance
- Long Term Care Insurance
- Voluntary Insurance Products
- Training Programs
- Tuition Reimbursement
- Employees Club Activities
- Company-Sponsored Events
- Bus Pass Program
- Biki Bike Program
- Pre-Tax Parking Benefits
- Banking Benefits
- Employee Recognition Events

CPB's benefits are equally provided to all gender identities. Parental leave is available to both biological and adoptive parents of any gender.

CPB's health plans provide coverage in accordance with the Gender Affirming Treatment Act for treatment of gender dysphoria. Benefits include coverage for gender reassignment surgery, hormone therapy, hospital room and board, and other medically necessary gender reassignment related services and supplies.

Health, Safety, and Wellness

CPB complies with all applicable regulations for workplace safety. We track data related to workplace health and safety.

- Mental Health Support: CPB places importance on its employees' mental health. Mental health services are covered in the health insurance policies offered to CPB employees, and employees are able to use sick days for mental health purposes. In addition, CPB offers an Employee Assistance Program which offers employees assistance with any issues that may interfere with an employee's job or personal life, with access to professional services relating to mental health, legal, financial, healthcare navigation, mediation, identity theft, or coaching.
- Employee Safety: CPB's Safety Committee creates and fosters a culture of safety and employs programs designed to provide a safe working environment for our employees as well as our customers and community. CPB conducts safety training including first aid, CPR, and use of AED devices that are readily available across our branches and business offices. Employees understand their responsibility to immediately report any potential safety hazards, promote safe work habits, and adhere to all safety policies and procedures.
- Health and Wellness Programs: CPB is committed to keeping the employee portion of health care premiums to a minimum while also providing creative wellness programs to promote healthy lifestyles among employees throughout the year. For nine consecutive years, employees have enjoyed no increase in their health benefits cost. CPB has absorbed all additional expenses of its rising cost of healthcare to allow employees to better manage the expense of providing essential benefit coverage for themselves and their family members.

Equal Opportunity

It is CPB's policy to require employment, promotions, compensation, and all employment-related actions to be based solely on individual merit and personal capabilities without regard to race, religion, color, national origin/ancestry, gender/sex, age, sexual orientation, arrest and court record, marital status, disability, military service, veteran status, genetic information, or any other characteristic protected by law. We periodically conduct analyses of all employment-related actions to ensure equal opportunity.

SUPPORT OF THE COMMUNITY

Supporting Customers Through Our Products and Services

CPB is unwavering in our commitment to enrich the lives of our customers and the community. We demonstrate this daily by providing exceptional customer service and offering practical solutions and valuable resources to help make our personal and business customers successful.

Digital Banking, the CPB Way

CPB offers customers online and mobile options, all with the highest standards of safety and security.

- Shaka Checking: Hawai'i's first and only digital bank account.
- Hawai'i's Top-rated iOS and Android Banking Apps: For customer's everyday banking needs, including mobile deposits.
- Hawai'i's First Online Live Chat Feature: When customers need immediate customer service support on their smartphone or computer.
- The Latest Generation ATMs: The bank's ATMs offer the most preferred language options in Hawai'i including English, Japanese, Chinese, Korean and Spanish as well as the only bank in-state that offers Tagalog and Ilocano language options on its user interface.
- Online Appointment Scheduling: Customers can book an appointment online to visit us in person or via phone or video chat from the comfort of their own home.
- Quick and secure online account openings.
- Personal and business banking online.
- Online business term loan and line of credit applications.

CPB's mobile and online banking options and enhanced ATMs expanded our community's access to banking services, while minimizing their need to travel into a branch. CPB has special staff members who work with customers to educate them on ATMs and our digital offerings so that they can perform banking transactions outside a branch to make life easier and more convenient.

Enhanced ATMS

CPB's state-of-the-art ATM network with increased functionalities including envelope-less cash and check deposit and extended same-day credit on deposits made by 5:30 p.m. on a bank business day. Another key feature is that customers can choose their bill denominations upon cash withdrawal. CPB is the only major bank in Hawai'i to offer four different bill denominations. In addition, tap technology was added to our ATMs, which increases customer security and convenience.

CPB continues to work with customers on education and training on ATM functions like Cash and Check Deposits to save customers time and enjoy a better banking experience. CPB customers can now perform more transactions at ATMs that used to be done only in the branch.

Fraud Education for Customers

In 2025, CPB offered customers Insights, a new section on our website dedicated to financial education, with a strong focus on fraud prevention. Throughout the year, we published numerous fraud-related educational articles, helping customers stay informed about trending scams and best practices to protect their finances. These articles were shared in our monthly customer newsletter and highlighted on social media, ensuring broad access to critical fraud prevention information.

In addition, CPB collaborated with the Hawaii Bankers Association and all its member organizations to produce videos and educational materials that were shared with the public by all of the participating banks on their social channels regarding how to spot fraudulent practices and ways to prevent becoming a victim. The joint effort was launched during the holiday season when fraudsters prey on people in the giving spirit. This is the second year in the row that CPB spearheaded this campaign on behalf of the industry for the benefit of customers. Through these efforts, CPB empowers customers to recognize threats, secure their accounts, and take proactive steps against fraud.

Support of Housing and Homeownership

CPB has long been a proponent of affordable housing, believing that all residents should have the opportunity to rent or purchase a home. Our focus is both on construction of new units, including subsidized rental housing, affordable rental units, and workforce housing while assisting members of our community with purchasing homes at all levels of the housing ladder.

In 2025, CPB offered 59 Community Development (CD) loans for a total of \$218.7 million in support of affordable housing, community services for low- to moderate-income individuals and families, economic development, and/or revitalization. In addition, CPB has committed over \$80 million in investments in low-income housing to-date, with \$49.7 million in loans outstanding as of December 31, 2025. CPB has held an “Outstanding” Community Reinvestment Act (CRA) rating consistently for the last 21 years. It is important to note that only 6% of the CRA ratings issued by the FDIC since 2014 have garnered “Outstanding” status. CPB also supports first-time homebuyers, making 193 loans to first-time homebuyers in 2025, totaling \$90.9 million.

Support of Small Businesses

CPB continues to help Hawai'i small business owners reach for their dreams. Since 2004, CPB has been recognized 17 times as the Lender of the Year (Category 2) by the U.S. Small Business Administration's (SBA) Hawai'i District Office. In 2025, CPB originated more loans to small business than the other major banks in Hawai'i combined, was also awarded Lender for Most Veteran Owned Businesses Loans and had eight bankers receive SBA Lending Officer Awards. CPB originated 89 7(a) loans and four 504 loans for a total of \$7.1 million in fiscal year 2025.

CPB's services designed to support the growth of its small business customers include:

- Online and mobile banking platforms specially designed for small businesses;
- Business checking accounts with no minimum opening balance and no monthly service charge;
- Merchant processing solutions through our partner Elavon; and
- Our CPB Rising Tide program, which any business in Hawai'i can join, provides resources for small businesses, including educational workshops, promotions, and special events.

Support of Borrowers

For individual and business borrowers who are experiencing financial difficulties, CPB offers short-term deferral payment options to qualified loans. CPB also works with mortgage borrowers to provide short-term loan forbearance and modification options. In 2025, CPB granted a total of approximately 114 loan modifications and/or forbearances to assist its borrowers, which includes the modifications offered to customers impacted by the Federal Government shutdown.

Support of Nonprofits

CPB supports nonprofit customers' banking needs with a team of bankers focusing on nonprofit customers. Our Nonprofit Plus program is designed to support our nonprofit customers' needs, with benefits that include an assigned relationship officer, checking account with a sweep account that earns interest, CPB sponsored seminars on topics pertinent to nonprofits, and discounted fees on investment and payroll services. As of December 31, 2025, we had approximately 178 nonprofit customers, to whom we had \$46.2 million in loans outstanding. CPB's nonprofit customers had approximately \$98.4 million in deposits at CPB. In addition, our main branch features Tidepools, which makes coworking spaces available to nonprofits free of charge.

OUR OPERATIONS

Protection of Customers

CPB is governed by regulations affecting commercial and consumer banking products prohibiting bribery, unfair and deceptive practices, privacy violations, and similar provisions. As a responsible and ethical lender, CPB strictly prohibits abusive, misleading, or fraudulent banking practices. Regular training of front-line staff and sales teams' personnel on our product offering(s) and compliance requirements ensures that they offer products and services appropriate for our customers' needs and income profiles. Our goal is to support our customers in making an informed choice. Customer satisfaction is important to CPB, and we regularly ask our customers for feedback.

CPB has a formal customer complaint program as part of its compliance management system. The customer complaint program includes gathering of complaint information, resolution and tracking of complaints, and regular trend analyses based on the types of complaints received to identify potential risks to CPB and its customers. When necessary, training and/or other corrective actions are taken in response to customer complaints. The customer complaint program is regularly examined by CPB's internal audit department.

Our Vendors

CPB asks that its vendors agree to a Vendor Code of Conduct. We expect all vendors providing goods and services to us to be committed to caring for the environment, equal treatment of employees and others, and conducting their business activities with the highest standards of integrity and ethics, in accordance with all applicable laws and regulations. CPB selects vendors based on qualifications and the ability to meet CPB's business needs. Qualified women-owned, minority-owned, LGBTQ+-owned, and other small businesses are considered equally alongside all vendors, as those businesses are an integral part of the community CPB serves. Vendors are subject to CPB's risk assessment and are carefully managed to limit exposure.

Human Rights

We are committed to the protection and preservation of human rights. Our Human Rights Policy can be found at <https://ir.cpb.bank/cpf-cares>.

SPONSORSHIPS AND CHARITABLE ACTIVITIES

CPB and its employees along with the Central Pacific Bank Foundation ("CPB Foundation") contribute to key areas leading to a thriving and sustainable future for generations to come. Since its inception in 2007, the CPB Foundation has been committed to building a stronger future for Hawai'i by supporting community programs and economic opportunities.

In 2025, over \$756,000 was granted by the CPB Foundation to over 40 nonprofit organizations in the State of Hawai'i to support residents and businesses where help is needed most. In addition, CPB directly donated more than \$550,000 to over 160 organizations that benefit the community in 2025.

Each year, CPB employees support our United Way corporate campaign through collective donations that support the urgent needs of our community. In 2025, 45% of employees gave generously to raise more than \$448,000.

CPB is also proud of its many employees who generously volunteer for community service and steward numerous local causes. In 2025, our employees tirelessly devoted more than 5,800 hours of service to more than 140 nonprofit organizations. Employees are given three days of paid leave annually for individual volunteer efforts.

ENVIRONMENTAL STEWARDSHIP

Weather extremes are increasing risks to our communities here in Hawai'i. As a bank that is headquartered in the only island state in the country, CPB is keenly aware of the ongoing impact of extreme weather events on us, our customers, and our communities. Our Environmental Policy is available at <https://ir.cpb.bank/cpf-cares>.

Addressing Resilience

CPB is working to assess the risks of weather extremes to its business, including with respect to its operations, and customers, and taking resilience into account in its future business plans. CPB has assessed the potential impact of extreme weather events and natural hazard events (volcanic activity (earthquake and lava), flood, tsunami, and fire risk) to our owned and leased properties. We believe our locations are generally situated in areas with manageable exposure to such risks and that appropriate insurance coverage is in place to address any potential losses.

Our deposits, loans, and other products focused on renewable energy include:

- As of December 31, 2025, we had approximately 77 renewable energy customers, to whom we had \$6.4 million in loans outstanding; and for whom we held \$5.0 million in deposits;
- 2,235 loans to finance residential photovoltaic (PV) systems, with approximately \$67.8 million in loans outstanding as of December 31, 2025;
- HELOCs used by customers for residential PV and/or battery storage systems;
- Business loans used by businesses for PV, battery storage, and/or energy savings upgrades to commercial real estate; and
- Sustainable investment options for our wealth management customers through LPL Financial.

CPB also supports Hawai'i's agricultural sector. Hawai'i's 2050 Sustainability Plan aims to double local food production by 2050 so that 20% to 30% of the food consumed in Hawai'i will be produced locally. As of December 31, 2025, CPB has approximately 367 customers in the agricultural sector and has \$2.8 million in loans outstanding to these customers. These agricultural customers had a total of approximately \$19.4 million in deposits at CPB as of December 31, 2025.

Responsible Resource Management

CPB is committed to smart energy use and responsible resource management that support efficiency, cost savings, and long-term operational strength.

- PV panels are installed at four CPB facilities, producing approximately 40% of the total annual energy usage of such facilities. The annual average of energy produced by these PV panels is about 470,000kWh, amounting to approximately \$181,616 in cost savings. Additional PV opportunities are being explored for other locations.
- Energy efficiency at all branches is continuously monitored and management looks for opportunities for LED retrofits, HVAC modifications, and other energy efficiency opportunities.
- Green cleaning products are in use by all janitorial staff.
- Sustainable forest certified paper is sourced for all printers/copiers.
- Policies are in place to limit paper use and migrate to digital documents.
- Electric vehicle charging stations are available at the CPB headquarters building and are being explored at other locations.
- Bus passes are heavily subsidized for employees to limit the use of cars as transportation to work. Currently, 20% of employees use the bus to commute to work through this program.
- Employees' use of Biki Bike as transportation to work is fully subsidized.

Recycling Programs

- Recycle bins are conveniently located near offices at all locations.
- 2025 annual paper recycling saved approximately 547,000 Kilo Watts, 273 barrels of oil, and 2,463 trees. 2.19 million Metric Tons of Carbon Equivalent (MTCE) and 547 cubic meters of landfill were avoided.
- All electronic waste is responsibly recycled to minimize environmental issues such as harmful toxins and to save natural resources. In 2025, we recycled approximately 27,870 pounds of e-waste.

Water Management

CPB does not operate in an area of water stress (as defined by the Aqueduct Water Risk Atlas). Nonetheless, CPB recognizes the importance of water as a vital resource and strives to conserve and protect water resources, including the water conservation measures noted in our new branch construction, such as variable irrigation based on weather, storm water retention systems, and low-flow plumbing fixtures. Reduction of water use results in both conservation of a crucial resource and dollar savings.

Commitment to Biodiversity

CPB recognizes the critical importance of biodiversity and is mindful of the impacts associated with its loss. We understand that protecting and conserving biodiversity, maintaining ecosystems, and managing living natural resources are key factors for global sustainability.

When constructing branches, CPB complies with all regulatory requirements, including obtaining an environmental assessment and/or an environmental impact statement when required. The environmental assessment contains an analysis of impacts of the project on flora and fauna, including endangered species. An environmental impact statement is required in Hawai'i when a proposed project is likely to have a significant effect on the environment.

Waste and Emissions

CPB, as a community bank, does not have significant emissions of hazardous air pollutants (HAPs) or dispose of a significant amount of hazardous waste. Any hazardous waste generated by CPB is recycled if possible and otherwise is stored and disposed of in accordance with applicable laws.

Likewise, as a bank, CPB does not produce physically packaged products, and thus does not have packaging waste.