Western Alliance Bancorporation®



Corporate Responsibility Report

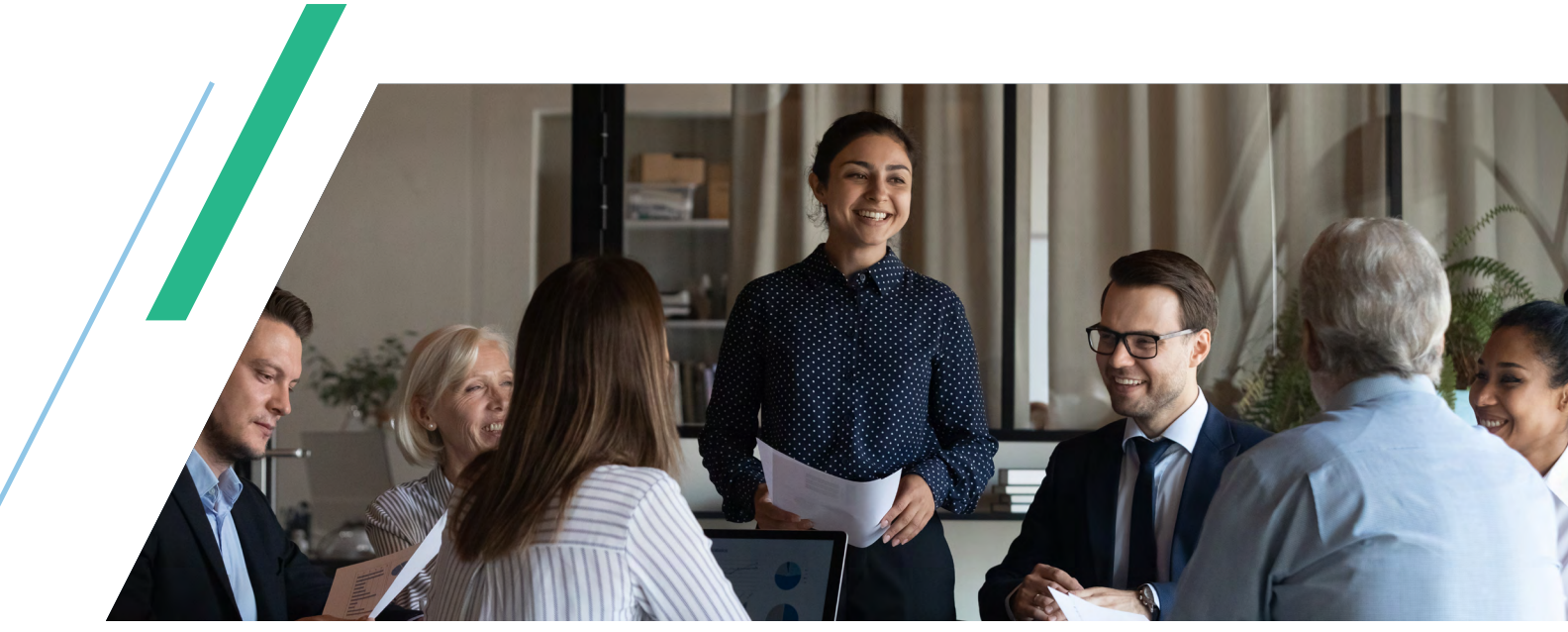
About Us

Western Alliance Bancorporation (NYSE: WAL) is a Phoenix-based, $90+ billion-asset bank holding company that has ranked as a top U.S. bank by American Banker and Bank Director since 2016. Western Alliance Bank, Member FDIC, the bank subsidiary of Western Alliance Bancorporation, is a premier national commercial bank that puts clients first, delivering tailored business banking solutions and consumer products backed by outstanding, personalized service and specific expertise in more than 30 industries and sectors.

For businesses navigating change and opportunity, the bank combines deep industry expertise with dedicated bankers, responsive decision-making and integrated financial solutions tailored to each client's needs. This approach helps clients make informed decisions, adapt to changing conditions and pursue what's next.

The company continues to build a strong, sustainable franchise and expand its ability to support clients, communities and broader economic mobility. Its diversified business model spans commercial banking, specialized financial services and mortgage banking, supported by a disciplined approach to balance sheet management and risk. Today, the organization is the 16th-largest U.S. commercial bank by assets and serves commercial clients in all 50 states.

Strong leadership continuity and an experienced management team support long-term stability. In 2025, Western Alliance ranked No. 2 for Best CEO, Best CFO and Best Company Board of Directors on Extel's All-America Executive Team, Midcap Banks list and Top 20 among all banks. Western Alliance is positioned to continue helping businesses of all sizes across a broad range of sectors capitalize on opportunities, solve today's challenges and succeed tomorrow.



2025 Performance[1]

TOP-TIER PERFORMANCE

$92.8B
Total Assets

$10.8B
Deposit Growth

11.0%
CET1 Ratio

$990.6 NET INCOME IN MILLIONS

1.12%
ROAA

$82.8B
Average Interest-Earning Assets

$2.9B
Net Interest Income

$1.4B PRE-PROVISION NET REVENUE

$3.5B
Net Revenue

$61.29
TVB Per Share (Net of Tax)

17.3%
YoY Growth

$8.73
Earnings Per Share

(1) Source: Western Alliance Bancorporation 2025 Annual Report

Specialized Expertise Solves Real-World Challenges

Across Western Alliance, our specialized businesses, services and solutions combine national reach with banking expertise across more than 30 industries and sectors.

This extensive knowledge helps clients address complex needs, adapt to change, grow their businesses and strengthen the communities they serve. Focused expertise, proprietary technology and responsive service work together to create practical value for clients, from managing high-volume payments more efficiently and securely to making timely, well-informed decisions.

Western Alliance Bank®
Member FDIC

AmeriHome mortgage
A Western Alliance Bank Company

Western Alliance Trust Company®

Expertise Across the Economy

COMMERCIAL AND INDUSTRIAL

Manufacturing
Distribution
Logistics
Energy
Technology
Aerospace and Defense

PUBLIC AND NONPROFIT

Public Finance
Nonprofit Organizations
Tribal Governments
Education
Healthcare
Community Development

REAL ESTATE AND HOUSING

Commercial Real Estate
Multifamily Housing
Affordable Housing
Construction
Homebuilding
Mortgage Banking

HOSPITALITY, GAMING AND FOOD

Hospitality
Gaming
Retail
Restaurants
Food, Agriculture, and Beverage

FINANCIAL AND PROFESSIONAL SERVICES

Private Equity
Venture Banking
Fund Finance
Trust and Wealth Services
Law Firms
Accounting and Advisory Firms

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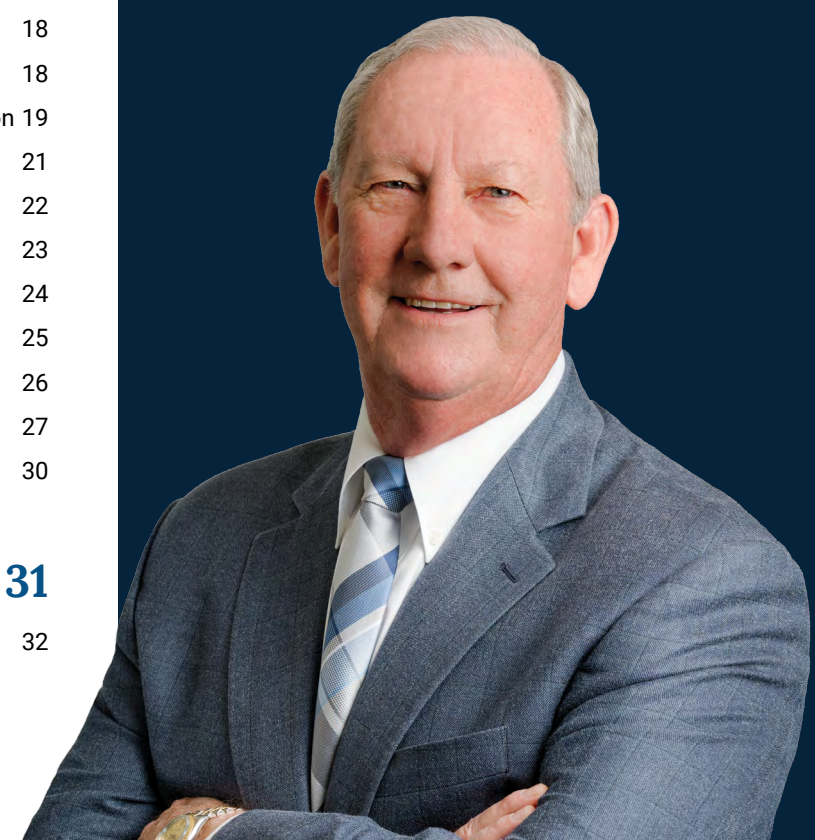
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“Our Board provides independent oversight to support Western Alliance’s responsible growth, with a focus on sound risk management and lasting value for clients, communities and shareholders.”

Bruce Beach
Lead Independent Director



Introduction

At Western Alliance, responsible business practices are part of how we operate every day. They inform how we serve clients, support our people, manage risk, invest in communities and position our Company for sustainable, long-term success.

This Corporate Responsibility Report highlights that approach in action across our business, bringing together specialized expertise, disciplined operations and strong relationships to create value for our clients, colleagues, communities and shareholders. The stories and results that follow demonstrate how responsible business practices support durable value and help the people and organizations we serve build momentum.

Sustainability Priorities

GOVERNANCE

Promoting strong governance practices with an emphasis on business conduct and ethics, board oversight, enterprise risk management, financial crime prevention, data privacy, cybersecurity and political involvement

PEOPLE AND COMMUNITY

Prioritizing Our People, Culture of Inclusion, Business Resource Groups, Human Capital Management, Community Investment & Philanthropy, Community Engagement and Housing Affordability and Community Development

SUSTAINABILITY

Supporting efficient operations, environmental risk assessment and long-term resilience



This Report includes certain non-financial data and information, which is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Calculations and statistics included in this Report may be dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change. The inclusion or absence of information in this Report, or any characterization of information in this Report as "material," should not be construed as a characterization regarding the materiality of such information for purposes of securities laws or regarding the financial impact of such information.

From the CEO

Responsible Banking That Strengthens Communities

At Western Alliance, our strength is measured not only by the long-term stability of our business, but by what that strength enables us to do for our clients and communities.

Across the country, we remain sharply focused on providing the financial resources, specialized expertise and relationships that help our clients pursue their goals, navigate change and build for the future.

More broadly, disciplined performance expands our ability to make a meaningful difference for people in the markets we serve by supporting our clients, investing in communities and helping create the conditions for wider economic opportunity. We view responsible banking as a long-term commitment to creating value for the people who count on us — including clients, colleagues, community members and shareholders.

That commitment begins with how we manage our franchise. A strong balance sheet, disciplined investment and consistent financial performance drive innovation and give us the flexibility to advance priorities beyond our own organization. They enable us to finance affordable housing, provide capital to businesses, invest in local economies and work alongside organizations addressing important community needs.

Our diversified business model is an important part of that foundation. Through commercial banking, specialized financial services and mortgage banking, we bring together the expertise and capabilities our clients need to make decisions, adapt to changing conditions and act with clarity. Their progress can have a broader impact. When businesses expand, they hire, invest and contribute to stronger local economies. As they grow, and as Western Alliance grows alongside them, we can extend that cycle of investment and opportunity across the communities we serve.

We continue to place particular emphasis on areas where access to capital can have a lasting effect. Housing remains a significant need in communities across the country, and we continue to expand our



> “We intend to continue building a strong, sustainable banking company, helping our clients succeed and using our growth to deepen our investment in the communities we serve.”

involvement in affordable housing. We are also deepening our support for small businesses, which play a critical role in job creation and economic vitality, while working with high-impact community organizations to help direct resources toward programs and initiatives that can open doors where the need is greatest.

People and relationships remain at the center of this work. The trust we build with colleagues, clients, investors and communities is essential to our success and reinforces our responsibility to operate with discipline, consistency and purpose.

As we look ahead, our priorities remain clear. We intend to continue building a strong, sustainable banking Company, helping our clients succeed and using our growth to deepen our investment in the communities we serve. Responsible business practices connect these objectives and will remain an important driver of our long-term strategy.

Sincerely,



Kenneth A. Vecchione
Chairman, President & Chief Executive Officer





Governance

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Corporate Governance

Strong governance supports responsible decision-making, effective risk oversight and Western Alliance's long-term success. The Board of Directors oversees the Company's strategy, risk management and performance and holds management accountable for operating with integrity and in the interests of shareholders and other stakeholders.

The Board maintains governance practices designed to support independent oversight, informed decision-making and clear accountability. These practices reinforce responsible business conduct throughout Western Alliance and help protect the trust placed in us by our clients, colleagues, communities and shareholders. To support effective, independent oversight of the Company's affairs, the Board has adopted thoughtful governance practices, including Corporate Governance Guidelines and a Code of Business Conduct and Ethics (the "Code"). These documents are available under *Governance Documents* on the Investor Relations page of the Company's website.

Business Conduct and Ethics

Western Alliance's governance policies are designed to promote transparency, accountability and ethical conduct. They also support compliance with applicable anti-corruption, anti-bribery and antitrust laws and regulations. The Code applies to employees, officers and directors. Employees review and acknowledge the Code annually. The Code provides practical guidance for making ethical decisions, recognizing potential misconduct and raising concerns. QR codes, direct contact information and workplace examples help employees find resources and understand what the Code requires.

Western Alliance encourages employees to raise concerns with a manager or other designated resource. Through EthicsPoint, the Company maintains a secure, anonymous reporting channel. The Company prohibits retaliation against anyone who, in good faith, raises a concern or refuses to violate the Code.

In addition to the Code, the Company maintains policies that provide guidance in specific areas, including:

- **Employee Relations and Conduct Policy**
- **Workforce Management Policy**
- **Fraud Management Policy**
- **Insider Trading Policy**
- **Acceptable Use Management Policy**



Our Board of Directors

Western Alliance's Board of Directors is composed of a majority of independent members, as defined by the New York Stock Exchange listing standards and the Board's Corporate Governance Guidelines.

All of our directors, other than the Company's Chief Executive Officer, are independent directors. Moreover, our Audit, Compensation, Nominating and Governance, Risk, and Technology & Cybersecurity Committees are exclusively composed of independent directors, reinforcing our commitment to objective oversight and sound governance.

We believe that the composition of our Board reflects our strategic focus on assembling directors with diverse perspectives, deep financial services expertise and broad leadership experience. This blend of skills enhances our ability to guide the Company's long-term strategy and deliver value to shareholders.

Our Board: Qualifications and Characteristics

In addition to determining the appropriate qualifications to serve as a member of the Board, the Board, in consultation with the Nominating and Corporate Governance Committee (the "Governance Committee"), sets an appropriate number of directors to serve on the Board.

Currently, the Company's Bylaws provide that the Board of Directors will consist of not less than eight or more than 17 directors, and the Board may, from time to time, fix the number of directors within these limits. The Board currently sets the number of directors at 13, and each director is elected to a one-year term.

The Board and each of its committees regularly evaluate their composition and effectiveness through annual Board and committee assessments and reviews of committee charters, and may conduct individual director assessments. The results are discussed at the committee and Board levels to help identify needs relating to composition, succession planning, education

Our Board Composition

DIRECTOR CHARACTERISTICS



92%
Independent



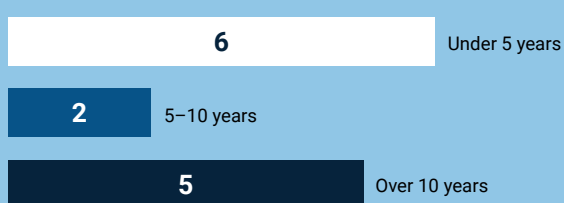
33%
Diverse Characteristics



3
Women Nominees

23%
Women

DIRECTOR TENURE



11 years
Average Tenure

and development. Periodically, the Board engages an independent third party to support Board and individual director assessments.

The Governance Committee evaluates directors' and nominees' credentials, including relevant financial, professional, educational and business experience; independence; character and integrity; ability to contribute constructively in a highly regulated environment; specialized expertise; potential conflicts of interest; and ability to devote sufficient time to Board service. The Governance Committee also considers how a candidate would contribute to a mix of perspectives and experiences on the Board. The Governance Committee uses a Director Skills & Traits Matrix to identify key areas of expertise and illustrate how each director nominee contributes to the Board's overall skill set. The matrix highlights the most relevant skills demonstrated by each nominee; the absence of a designation does not imply that a director lacks that skill. Together with the broader director-selection criteria, the matrix helps the Governance Committee identify collective strengths and opportunities to enhance the Board through recruitment, education and development.

Board Skills

	BEACH	FIGUEREO	GUGGENHEIM	HALMY	JAMMET	JOHNSON	LATTA	MEOLA	PAPAY	SEGEDI	SNYDER	STARNES	VECCHIONE
Corporate Strategy	●	●	●	●	●	●	●	●	●	●	●	●	●
Leadership Experience	●	●	●	●	●	●		●		●	●	●	●
Risk Management & Controls		●	●						●	●		●	●
Banking/Financial Services Industry				●				●			●	●	●
Technology/ Infosec					●			●	●				
Public Company Governance	●	●	●	●	●	●	●	●	●	●	●	●	●
CEO Experience	●		●								●		●
Compensation & Management Development			●			●	●						●
Finance & Accounting	●	●		●			●			●			●

Our Board Composition



Bruce D. Beach
Independent Director
Lead Independent Director
Founder and Senior Advisor, BeachFleischman



Juan R. Figuereo
Independent Director
Retired Public Company Chief Financial Officer



Greta Guggenheim
Independent Director
Former CEO, TPG Real Estate Finance Trust



Christopher A. Halmy
Independent Director
Former CFO,
Ally Financial, Inc.



Mary Chris Jammet
Independent Director
Retired Financial Services Executive



Marianne Boyd Johnson
Independent Director
Chair of the Board, Boyd Gaming Corporation



Robert P. Latta
Independent Director
Retired Senior Partner, Wilson Sonsini Goodrich & Rosati



Anthony Meola
Independent Director
Founder and Principal, West Coast Advisory LLC



Dr. Michael Papay
Independent Director
Advisory Board Chair and Chief Information Security Officer, Rohirrim



Bryan K. Segedi
Independent Director
Former Deputy Global Vice Chair, Ernst & Young, LLP



Donald D. Snyder
Independent Director
Retired Business Executive and Community Leader



Clark Starnes III
Independent Director
Retired Chief Risk Officer, Truist Financial Corporation



Kenneth A. Vecchione
Non-Independent Director
Chairman, President & Chief Executive Officer, Western Alliance Bancorporation

The Governance Committee balances Board refreshment with retention of the institutional knowledge contributed by longer-tenured directors. The Committee regularly reviews the Board's composition in light of the Company's evolving strategic and business needs. More than half of our current directors have joined the Board since 2020, reflecting a deliberate approach to enhancing the skills, experiences and perspectives represented on the Board to support the Company's growth and strategic priorities. The Company's Corporate Governance Guidelines also limit outside public company board service to no more than three boards, or no more than two outside public company boards for a director who is an executive officer of another public company.

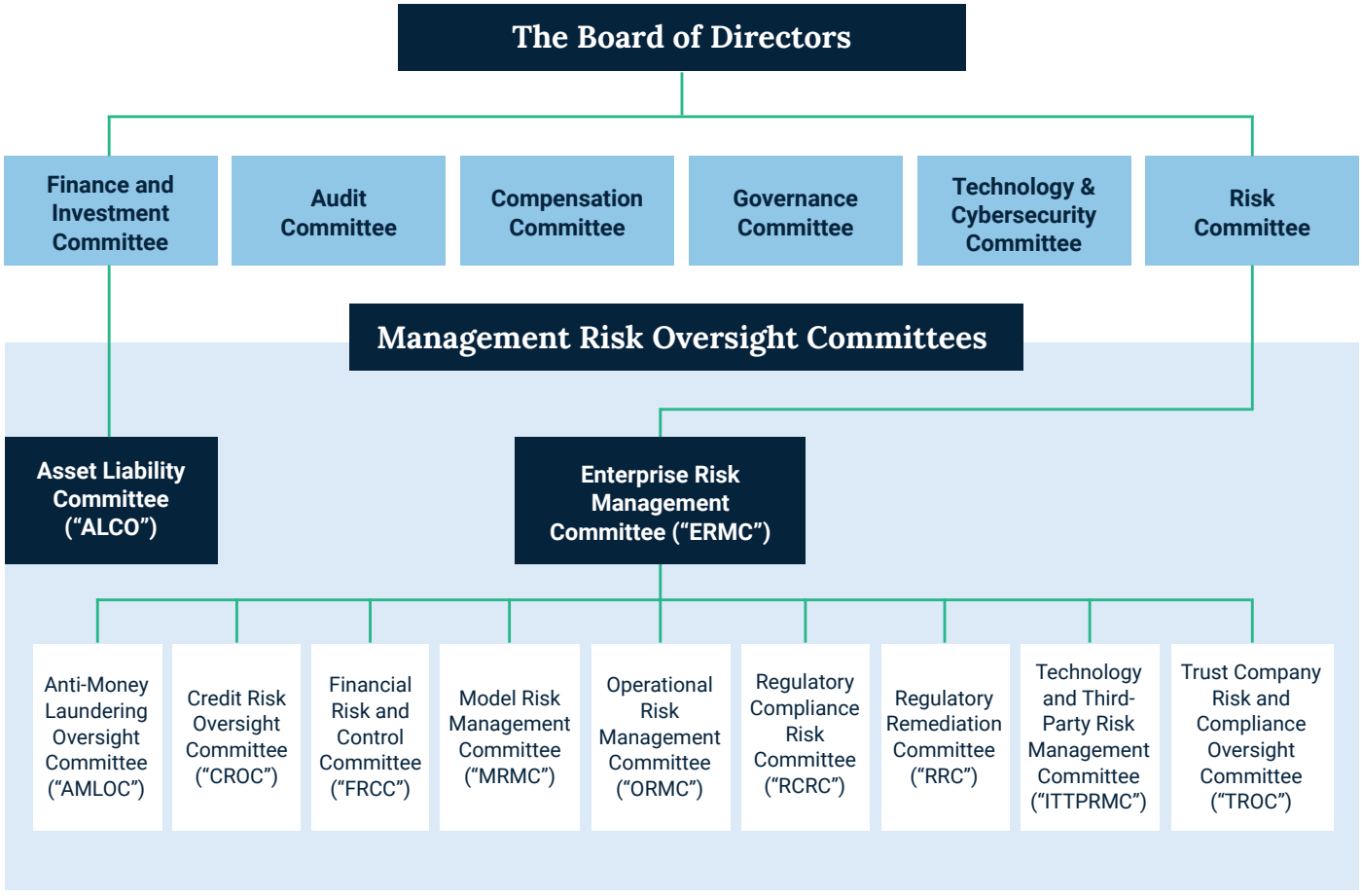
Risk Governance

The Board is ultimately responsible for overseeing the Company's risk-management processes and setting the tone for a strong risk-aware culture. The Company's Enterprise Risk Management framework, Risk Appetite Statement and three-lines-of-defense model establish roles, responsibilities and accountability for risk management. The Board allocates certain oversight responsibilities among its committees, receives regular risk reporting from management and its committees, discusses prevailing and emerging risks, annually oversees development of the Risk Appetite Statement and strategic plan, and monitors financial performance against the strategic plan.

Western Alliance's risk management program addresses material risks across the Company's operations and establishes accountability for identifying, managing and reporting risk. The Enterprise Risk Management (ERM) Policy establishes principles for risk governance, while the ERM Framework defines the processes and oversight used across the Company. Management has established committees that oversee risk and report to the Board of Directors.

The Chief Executive Officer is accountable to the Board for management of the Company's risk, promotion of a risk-aware culture and execution of the Board-approved strategic plan consistent with the Company's Risk Appetite Statement and ERM Framework.

The Chief Risk Officer provides the Board and its Risk Committee with information about the Company's risk profile and risk management practices. The Chief Risk Officer reports jointly to the Chief Executive Officer and the Risk Committee and has unrestricted access to the Board and its committees. Management risk oversight committees operate under authorities and responsibilities established in their charters and the ERM Framework.



Western Alliance organizes risk oversight through a Three Lines model to define risk ownership, independent oversight and assurance across the Company. Employees at all levels are responsible for appropriately assessing and effectively managing all of the risks associated with their activities.

- **First line of defense (1LOD):** Business units and departments that generate revenue, serve customers or provide operational and technology support own and manage the risks inherent in their activities. They maintain related controls and address identified deficiencies.
- **Second line of defense (2LOD):** Independent Risk Management and Compliance functions establish standards, oversee and report on material risks and provide credible challenge to first-line assessments and mitigation plans. Functions include Risk Management, Credit Risk Review and Financial Crimes Compliance. The 2LOD is led by the Company's Chief Risk Officer.
- **Third line of defense (3LOD):** Internal Audit Services (IAS) independently evaluates the design and effectiveness of internal controls and risk management practices. Audit findings and approved remediation plans are reported to senior management and the Audit Committee. IAS is led by the Company's Chief Audit Executive.

Together, the three lines support clear accountability, independent oversight and ongoing improvement in risk management.

Cybersecurity

Western Alliance addresses cybersecurity risk within its broader ERM Framework. The governance structure includes oversight by the Board of Directors and its Technology and Cybersecurity Committee (TCC), executive leadership and dedicated risk and technology teams.

The Board and TCC receive updates from management on the Company's cyber risk profile, threat environment and mitigation activities. The Chief Information Security Officer and Chief Information Officer provide updates on cybersecurity and information security developments, threats and risks.

- **Training and awareness:** Employees and applicable contractors complete required cybersecurity awareness training. The Company also uses phishing simulations and supplemental training to reinforce awareness.
- **External assessments and testing:** Independent third parties conduct assessments and testing to evaluate the resilience of systems and controls.
- **Monitoring and vulnerability management:** The Company performs vulnerability monitoring, internal audits and risk assessments to identify and address changing risks.
- **Incident response and recovery:** The Company maintains processes for detecting, escalating, responding to and recovering from cybersecurity incidents.

These governance, training, testing, monitoring and response practices support Western Alliance's management of cybersecurity risk, protect client and Company information and support operational resilience.



Financial Crime Prevention

Western Alliance safeguards the integrity of our financial services and helps protect customers from illicit activity. Our Bank Secrecy Act/Anti-Money Laundering ("BSA/AML") and Office of Foreign Assets Control ("OFAC") program supports our compliance framework, helping identify and prevent our products and services from being used for money laundering, terrorist financing or transactions that violate U.S. economic sanctions.

The program is governed by our BSA/AML and OFAC Policy, which outlines a comprehensive structure for detecting, preventing and reporting potentially criminal or prohibited activity. The Board of Directors provides oversight of the program, while day-to-day operations are led by our Chief BSA Officer. Key components of the program include:

- **Internal Controls:** Covering transaction monitoring, reporting and customer due diligence to identify and manage higher-risk relationships.
- **Training:** Employees, contractors and management complete annual training on applicable AML and OFAC requirements.
- **Risk Assessment:** An annual assessment considers changes in the economic and regulatory landscape and informs controls and resource allocation.
- **Independent Review:** Periodic evaluations of the program's effectiveness and alignment with evolving standards.

Western Alliance's continued investment in our BSA/AML and OFAC program reflects our unwavering commitment to protecting our customers, our institution and the broader financial system.

Data Privacy

Western Alliance is deeply committed to safeguarding the privacy and security of non-public personal information ("NPI") and personal information ("PI") entrusted to us by consumers, customers, employees and other stakeholders. Our enterprise Privacy Program supports compliance with applicable privacy laws and manages risks associated with the collection, use, sharing, retention and protection of information.

The program includes policies, procedures, controls and governance measures addressing:

- **Privacy Policy & Notice Management:** Processes support the development, delivery and maintenance of privacy disclosures consistent with regulatory requirements.
- **Staff Training & Awareness:** Mandatory training reinforces employee and contractor privacy responsibilities for protecting information.
- **Testing, Assessments & Audits:** Periodic evaluations of privacy controls through internal audits and risk assessments to identify gaps and drive continuous improvement.
- **Program Governance & Oversight:** Senior leaders and cross-functional teams oversee program accountability and responsiveness.

The Privacy Program coordinates with the Company's information security program in several areas:

- **Security-by-Design Principles:** Embedding privacy and security considerations into the architecture of systems, applications and business processes.
- **Risk-Based Approach:** Annual enterprise risk assessments to evaluate emerging threats and adjust resources accordingly.
- **Incident Response Management:** A structured framework for responding to privacy-related events, supported by capable stakeholders and clear escalation paths.
- **Third-Party Risk Oversight:** Enhanced due diligence and monitoring of vendors and partners with access to sensitive data.

Western Alliance monitors and updates the Privacy Program to address applicable requirements and changes in the risk environment. These efforts support the confidentiality, integrity and availability of NPI and PI across the Company.



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Our People

Western Alliance's long-term success relies on a strong culture and talented people who put clients first and help our business grow responsibly. We invest in our employees through professional development, inclusive workplace practices, competitive benefits and programs that support well-being, career growth and connection across the Company. These efforts strengthen our culture, support performance and help employees build meaningful careers at Western Alliance.

Our Values

INTEGRITY

We expect everyone to apply high ethical standards and sound judgment in all we do.

CREATIVITY

We are all part of a working environment that welcomes new ideas and prizes creative, strategic thinking to benefit clients and our commitment to relationship banking.

TEAMWORK

We work together across departments, specialty areas and geographies in a productive, collaborative way that forwards the interests of our clients and the Bank.

PASSION

Our passion motivates us to overcome obstacles, think big and do more.

EXCELLENCE

We strive to deliver strong performance and excellence in everything we undertake.



46%

Ethnic Diversity



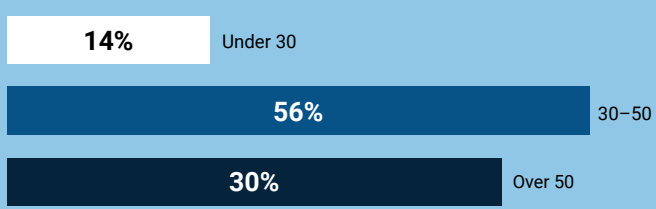
48%

Female Workforce

Promotion Rates

are proportional to the diversity of our workforce

WORKFORCE AGE



Recruiting, Retention, Talent Development and Succession

The Company's success depends on its ability to attract, develop and retain talented employees at all levels of the organization. To support employee growth and long-term career development, the Company invests in professional development, mentorship, internal mobility and succession planning initiatives designed to enhance skills, expand career opportunities and prepare future leaders.

To support its long-term workforce needs as the organization grows, the Company seeks candidates through a variety of recruitment channels and maintains relationships with educational institutions, community organizations and professional networks. These efforts help expand awareness of career opportunities, strengthen the Company's talent pipeline and attract individuals with a broad range of experiences, skills and perspectives who contribute to the Company's culture, innovation and long-term success.

The Company's talent development strategy is anchored in three core areas: early career development, professional development and leadership development.

This approach is designed to support employees at varying stages of their careers while helping the Company maintain a strong and sustainable pipeline of future talent. Through defined core competencies, structured development planning and a variety of learning opportunities, employees build skills through on-the-job experiences, formal training programs, mentoring relationships and targeted coursework. The Company further supports employee development through online learning resources, tuition reimbursement, internal workshops and learning events that provide exposure to experienced leaders from across the organization.

The Company invests in future talent through programs designed to identify, attract and develop individuals early in their careers. To support these efforts, the Company maintains three key early talent development programs: a college internship program, the Commercial Banking Development Program (CBDP), and iLEAD. Together, these programs strengthen management's ability to identify high-potential talent and provide development pathways for future leaders. Through strategic relationships with colleges, universities and professional organizations, the Company continues to broaden awareness of career opportunities and strengthen its long-term talent pipeline.



The internship program provides students and recent graduates with hands-on exposure to the banking industry and opportunities to work alongside leaders from across the organization. The program is intended to build early connections with emerging talent while creating a pathway to future employment opportunities. CBDP supports recent college graduates by preparing them for credit, commercial banking and related financial services roles through a combination of formal training, mentorship and practical experience. iLEAD is designed to develop MBA graduates and experienced professionals by providing broad exposure to the Company, supporting business initiatives and strengthening the pipeline of future leaders.

The Company emphasizes leadership development and succession planning as key components of its long-term strategy. Leadership development programs help prepare employees for increasing levels of responsibility, while succession planning processes support business continuity and organizational growth. These efforts include mentoring initiatives for emerging leaders, executive sponsorship opportunities for identified successors and targeted development programs designed to build leadership capability throughout the organization. Through these programs, the Company seeks to identify, develop and retain talent capable of meeting future leadership needs.

The Company emphasizes continuous learning and personalized growth at all career stages. The development planning process enables individuals to tailor their learning journey to their unique goals and needs. The Company supports this growth through online learning programs and workshops, mentoring opportunities, tuition reimbursement, and internal webinars featuring speakers from across the organization who share insights and success stories from their business lines, divisions, and functional areas.

The Company believes meaningful career opportunities contribute to employee engagement and retention. Through annual performance and development discussions, employees identify career goals and develop objectives and action plans that support long-term growth. By combining recruiting, development, succession planning and career advancement opportunities, the Company seeks to create an environment where talented individuals can build rewarding and lasting careers while contributing to the Company's continued success.









Culture and Engagement

The Company's culture is defined by its corporate values of Integrity, Creativity, Teamwork, Passion and Excellence. People, Performance and Possibilities capture the values and behaviors that shape the Company's culture and guide how it conducts business, supports its people and serves its clients. Through intentionally designed programs and experiences, the Company seeks to promote a culture in which employees feel connected, supported, respected and empowered to contribute to the Company's success.

Creating an environment where employees feel valued and heard is an important component of the Company's culture. The Company regularly conducts employee engagement surveys and encourages ongoing feedback to better understand employee experiences and identify opportunities for continuous improvement. Insights gathered through these efforts help inform actions designed to strengthen engagement, support employee development and enhance the overall employee experience.

The Company also takes time to celebrate and recognize employee contributions to its success. Through formal recognition programs, including the Company's Culture Champion program, employees are recognized for demonstrating the values, attitudes and behaviors that support the Company's culture and business objectives. The Culture Champions are recognized publicly at the Company's quarterly CEO Townhall meeting and are invited to meet with a Company leader. In addition, the Company's CEO regularly recognizes teams by name for their excellence with "People Behind the Numbers" emails.

The Company believes its culture is strengthened by the varied backgrounds, experiences, perspectives and talents employees bring to the organization. The Company is committed to providing equal opportunity in all aspects of employment and maintaining a workplace where individuals are treated with dignity and respect. Employment decisions are based on qualifications, performance, business needs and the ability to contribute to the success of the organization.

The Company maintains anti-harassment and anti-discrimination policies that state the Company's intention to be a workplace free of unlawful harassment and discrimination. The Company strictly prohibits any form of unlawful harassment or discrimination by anyone, including management, managers, coworkers, vendors, suppliers, clients, visitors or any other individuals or third parties on the basis of an individual's race, color, religion, sex, sexual orientation, marital status, gender identity or expression, national origin, age, disability, protected veteran status, genetic information or any other characteristic protected under applicable federal, state or local law.

Compensation and Benefits

The Company's compensation and benefits programs are designed to attract, retain, motivate and reward employees for strong performance and excellence. The Company believes its ability to attract and retain talented employees is supported by a comprehensive rewards strategy that aligns employee interests with the long-term success of the Company while recognizing individual and organizational performance.

In addition to competitive base salaries, the Company's compensation programs may include annual incentive opportunities and stock-based awards. These programs are designed to support employees throughout their careers and promote their financial, physical and personal well-being. Across the organization, a significant majority of employees participate in annual bonus programs or are eligible to receive business incentives based on performance and business results.

The Company's compensation philosophy is grounded in pay-for-performance, market competitiveness and responsible compensation practices. The Company regularly reviews compensation programs to help keep them aligned with business objectives, workforce needs and market conditions. The Company seeks to offer compensation opportunities that are competitive within the financial services industry while supporting the attraction, retention and engagement of a high-performing workforce. This approach is intended to reinforce accountability, recognize contributions and encourage long-term commitment to the organization.

The Company is committed to administering compensation programs in a manner that supports fairness and consistency. As part of its compensation review practices, the Company uses analytical tools, including compa-ratio analysis, which compares an employee's compensation to the midpoint of the salary range associated with the employee's role. In evaluating compensation data, the Company considers factors that may influence pay, including experience, skills, tenure, performance, geographic location, scope of responsibilities and market dynamics. These reviews help inform compensation decisions and support the Company's overall compensation philosophy.

COMPENSATION EQUITY: COMPA-RATIO AVERAGE*	FEMALE	MALE	ETHNICALLY DIVERSE
Banking & Administrative Associates	99%	97%	99%
Senior Banking & Administrative Associates	95%	95%	95%
Professional Banking & Administrative Contributors	95%	95%	95%
Supervisors & Team Leads	93%	94%	94%
Senior Professional Banking & Administrative Contributors	94%	96%	94%
Senior Manager & Manager	93%	95%	94%
Director & Senior Director	100%	100%	99%
Executive Management	100%	96%	99%
Grand Total	**95%**	**96%**	**95%**

*** As of December 31, 2025**

The Company also provides employees with access to a broad suite of benefits designed to support their personal and financial well-being. These benefits may include medical, dental and vision coverage, health savings and flexible spending accounts, employee assistance resources, disability coverage, life insurance, and a 401(k) retirement savings plan with employer matching contributions. By offering a comprehensive benefits package, the Company seeks to support employees and their families through different stages of life and career.

Recognizing that employees are critical to the Company's success, the Company continually assesses its compensation and benefits programs to help keep them competitive, responsive and aligned with the evolving needs of its workforce. Through its overall rewards strategy, the Company aims to foster employee engagement, support retention and reinforce a culture of performance, accountability and shared success.

Health and Wellness

The Company is committed to supporting employee wellness in ways that promote personal and professional productivity, physical and mental well-being and healthy lifestyles at work and at home. The Company believes employee well-being is important to individual success, workforce engagement and the long-term success of the Company. To support these efforts, the Company promotes wellness initiatives designed to foster a culture that prioritizes physical, emotional, financial and social well-being.

The Company recognizes the important role mental and emotional wellness play in overall health. Employees have access to resources and support programs intended to help them manage life's challenges and maintain their well-being. These resources include a confidential Employee Assistance Program that provides access to professional counseling services, support for personal and family matters and assistance during times of crisis. The Company also offers wellness programs and educational opportunities that promote awareness of mental wellness and provide tools and strategies to support stress management and resilience.

Supporting employees and their families during significant life events is an important component of the employee experience. Eligible employees have access to paid parental leave benefits that support bonding with a new child, including in connection with birth, adoption and foster placement. In addition, the Company provides leave options intended to assist eligible employees when personal circumstances require extended time away from work. These programs are intended to support employees through important milestones and life transitions.



Our People Participate in Our Success

Annual Bonus Plan / Incentive Compensation

100%

100% of our people are eligible for the same Annual Bonus Plan in which our executives participate or receive incentive compensation.

Annual Stock Grant

61%

Stock grants ensure our people's interests and our stockholders' interests are aligned.

401(k) Plan with Match

98%

Our people are automatically enrolled in our 401(k) Plan and we have 98% participation rate. **100% Company match** of the first 5% of employee 401(k) contribution.

Competitive Benefits

16 weeks*

Paid leave for expecting mothers

12

Paid holidays

Our people also enjoy: Generous Vacation Policy, 12 Sick Days, New Parent Flex Time, Paid New Parent Leave.

Professional Development

11.6%**

Turnover

18,798

Employee career development courses completed

We seek to source openings at all levels from the promotion of internal candidates through succession planning. **Developing our people is our priority.**

*** Comprising 12 weeks Pregnancy Disability Leave + 4 weeks New Parent Leave (available to all new parents).**
**** Excludes discrete reductions in workforce during the period. If reduction in workforce is included, turnover rate in 2025 was 12.3%.**

Western Alliance Business Resource Groups

Western Alliance supports Business Resource Groups (BRGs) as employee-led forums that help colleagues connect, learn and contribute across the Company. BRGs are open to all employees and focus on three pillars: education, professional development and community engagement. Through these groups, employees build relationships, share perspectives, support career growth and strengthen connections with the communities Western Alliance serves.

WESTERN ALLIANCE BANK BRGS INCLUDE:



Abilities
Business Resource Group

Abilities BRG recognizes that our differences drive strength. Focused on empowering people with visible and invisible disabilities, this group works to minimize barriers, promote understanding and expand opportunity across the bank and our communities.



African American
Business Resource Group

AABRG uplifts culture and community through education and engagement. The group highlights lived experiences, opens doors to growth and helps build lasting relationships across the organization.



Alianza
Business Resource Group

Alianza BRG is a collaborative network that creates space for Hispanic/Latin employees and allies to connect, lead and grow. Through cultural celebration, career development and community outreach, Alianza helps elevate the voices and contributions of all.



Asian American & Friends
Professional Network

AAFPN brings together colleagues to explore culture, encourage dialogue and deepen connection. The group highlights cultural perspectives, opens space for learning and supports a sense of belonging across the Bank.



CARES@Work
(Cancer Awareness Resources Education Support)

CARES@Work BRG serves as a steady presence for those affected by cancer. This group offers resources, community support and ways to navigate life's toughest challenges with compassion.



Faithful Alliance

This BRG envisions a world where people of all faiths, and those of none, are united through mutual respect, understanding and a shared commitment to service.



Innovation Council

Work to harness the collective creativity of our people, cultivate breakthrough ideas and transform them into impactful solutions that enhance customer experiences, drive operational excellence and ensure our long-term success.



OWLS
(Opportunity. Wisdom. Leadership. Strength)

OWLS focuses on the strength of a multigenerational workforce. By encouraging knowledge-sharing and connection across generations, the group helps people learn from one another and lead with perspective.



PRIDE@Work

PRIDE@Work BRG is a welcoming network for LGBTQIA+ employees and allies. The group builds connection through shared experience, creating a space where people can bring their full selves to work and contribute with confidence.



Veterans
Business Resource Group

The Veterans BRG honors the knowledge and dedication of those who have served. It supports the transition to civilian life, connects veterans with peers and encourages leadership at every stage.



Women's Alliance

Women's Alliance helps colleagues connect and lead. Through mentorship and shared insight, the group encourages professional advancement and helps shape a workplace where everyone can succeed.

BRGs continued to support employee connection, learning and engagement across the Company. Their activity reflects Western Alliance's continued focus on building an inclusive workplace where employees can participate, contribute and grow.

With executive sponsorship and support from the Western Alliance Opportunity Council, BRGs help advance employee development, leadership access and engagement. Each group creates programming that supports employee connection while aligning with the Company's broader culture and values.

BRG activities include mentoring programs, cultural celebrations, speaker series, volunteer efforts and enterprise-wide campaigns. Several groups also partnered on shared initiatives, showing how cross-group collaboration can broaden participation and strengthen employee experience across teams and regions. In addition to building connection and community, BRGs support talent attraction, employee engagement and retention by helping create a workplace where people can develop and contribute.

Together, these groups reflect a culture where employees have opportunities to learn, lead and contribute to Western Alliance's continued success.

Community Investment & Philanthropy

Western Alliance invests in communities by supporting organizations and initiatives that address practical needs and expand economic opportunity. Across our markets, we focus on affordable housing, health care, education, job creation and workforce development.

In 2025, employees came together to support communities facing immediate needs. These national efforts also reflected the Company's broader strategic directive to operate as one Western Alliance brand across its markets.

- **9/11 Day:** Western Alliance participated in a national service initiative as a Platinum Sponsor of 9/11 Day, the nation's largest annual day of charitable service. At 15 sites across the U.S., 450 Western Alliance volunteers joined thousands of others to pack nine million healthy, nonperishable meals for people facing food insecurity. In other markets, employees volunteered at local food banks.

Contributions Across Our Communities Each Year

Affordable Housing

- Financed community development loans totaling over $369 million that provided 1,066 affordable units for low- to moderate- income households.
- Invested over $612 million in affordable housing investments that financed 3,411 affordable housing units.
- Assisted 110 families with over $3.4 million in down payment assistance grants for home ownership by participating in the Federal Home Loan Bank ("FHLB") Workforce Initiative Subsidy for Homeownership ("WISH") program.
- Provided over 2,000 community service hours assisting first-time homeowners eligible to receive down payment assistance through FHLB's "WISH" program.

Small Business Support and Job Creation

- Made 2,705 small business loans totaling over $101 million.
- Financed SBA loans totaling more than $97.7 million that retained 291 jobs.
- Invested in a Small Business Investment Corporation ("SBIC") fund totaling over $21 million.

Community Service

- Employees participated on the boards of directors for 74 different organizations.
- Provided $500,400 in grants to organizations that provide food, shelter, healthcare and programs for low- to moderate-income individuals.
- Financed community development loans totaling over $21 million to community-based organizations that provide community services for low- to moderate- income individuals.

Community Engagement

SMALL BUSINESS BANKING SUPPORTS LOCAL GROWTH

Small businesses play an important role in job creation, local investment and community stability. Western Alliance has supported small business clients since its earliest days and continues to expand its capabilities as a national commercial bank.

The Small Business Banking group works with branch bankers across the Company to provide small businesses with practical products, responsive service and access to financing. As a preferred SBA lender, Western Alliance helps clients pursue SBA 504 and 7(a) loans that support business growth, equipment purchases, real estate needs and working capital.

Western Alliance also continues to invest in tools, technology and service models that make it easier to serve small business clients at scale.

Small businesses represent a major part of the U.S. economy, with more than 31 million small businesses operating nationwide. They create a significant share of new jobs and employ nearly half of the private workforce. Western Alliance's Small Business Banking group focuses on lending that can make a practical difference for these businesses, often through loans ranging from $100,000 to $250,000.



BUILDING FINANCIAL LITERACY WITH JUNIOR ACHIEVEMENT

Western Alliance supports Junior Achievement, a national nonprofit that helps young people build financial literacy, career readiness and entrepreneurial skills. The partnership has grown for more than a decade and now supports JA chapters in Arizona, Colorado, Southern and Northern Nevada, San Diego, Los Angeles and Northern California. In 2025, more than 421 Western Alliance employees volunteered across multiple locations, helping deliver hands-on programs to thousands of students, including many from low- to moderate-income communities.

- **JA Day:** Financial education programming for K–6 students at Title I schools.
- **JA BizTown:** A simulated town where students explore real-world jobs and financial decisions.
- **JA Inspire:** A career exploration fair that helps middle school students connect classroom learning to future opportunities.
- **Finance Park:** A budgeting and personal finance program for high school students.
- **Board and committee service:** Western Alliance professionals support JA boards and finance committees.

Western Alliance leaders also contribute through board and committee service. Nick Wanat, Chief Audit Executive, serves on the Finance Committee and Board of Directors for Junior Achievement of Arizona, which reaches more than 190,000 students annually.

Junior Achievement USA honored Western Alliance with the U.S. President's Volunteer Service Award at the Bronze level for the 2023–2024 school year, recognizing volunteer service and financial support over the past five years. Through this partnership, Western Alliance helps students build practical financial knowledge that can support better decisions, stronger career readiness and long-term economic opportunity.



HOUSING AFFORDABILITY AND COMMUNITY DEVELOPMENT

Stable, affordable housing is foundational to strong communities. It helps families build financial stability, keeps people connected to jobs, schools and services and supports the long-term economic vitality of neighborhoods. Yet communities across the country continue to face a shortage of housing that meets the needs of people across income levels.

Western Alliance Bank works with developers, nonprofit organizations, equity partners, government agencies and community leaders to help address these challenges. Our dedicated bankers bring specialized expertise to provide financing and investment solutions designed around the needs of affordable housing projects and the communities they serve.

Our Affordable Housing Finance team supports the development and preservation of affordable housing through construction and permanent financing and Low Income Housing Tax Credit (LIHTC) equity investments. Since the program began, **Western Alliance has provided more than $2.8 billion in affordable housing debt financing supporting more than 16,500 units and made more than $1 billion in affordable housing equity commitments supporting more than 44,000 units.**

In 2025, that expertise helped advance housing access and community investment through direct construction and permanent financing, tax-credit equity investments and sponsorship of competitive Federal Home Loan Bank of San Francisco Affordable Housing Program "(AHP)" grants. These efforts supported a range of needs, including workforce housing in Park City, affordable senior housing in Los Angeles and North Las Vegas, Tribal housing in Camp Verde, Arizona, and permanent supportive housing for blind and visually impaired residents in Las Vegas.

In San Francisco's Mission District, Western Alliance provided construction financing and LIHTC equity for **The Marvel in the Mission**, a 136-unit permanent supportive housing development serving low-income families and formerly unhoused residents next to the 16th Street BART Plaza. The bank's role combines lending and equity investment to support a complex, community-driven project that is expected to become part of nearly 400 deeply affordable homes for people earning 30% to 50% of area median income (AMI).

In San Antonio, Western Alliance supported **Cactus Trails Apartments**, a 248-unit affordable community for seniors earning at or below 60% of AMI. The project builds on Western Alliance's experience in the local market, where the bank has financed six affordable multifamily properties totaling more than 2,000 units. In Surprise, Arizona, Western Alliance provided construction financing and LIHTC equity investment for **Arterra**, a 388-unit development offering two-, three- and four-bedroom homes for residents earning at or below 60% of AMI.

Western Alliance also supports broader pathways to housing access. Since 2006, the bank has provided $39.5 million in downpayment assistance grants to assist 2,305 low- and moderate-income first time home buyers through the Federal Home Loan Bank of San Francisco's Workforce Initiative Subsidy for Homeownership (WISH) program.

FINANCING

$2.8B

in supporting more than 16,500 affordable housing units

PROVIDING

$39.5M

in down payment assistance grants to 2,305 families

INVESTING

$1B

in affordable housing equity commitments

Western Alliance also invests in programs that address practical community needs connected to housing stability, including expanded access to dental care for veterans experiencing housing insecurity through the Western Alliance Veterans Dental Program.

Across these efforts, Western Alliance brings capital, specialized knowledge and strong partnerships together to support housing stability and affordability and strengthen the communities we serve.

Housing and Community Impact

Workforce housing: Supported Slopeside Village in Park City, Utah, adding affordable housing near Canyons Village for up to 1,200 people.

Affordable senior housing: Helped advance Senator Joseph M. Neal Jr. Apartments in North Las Vegas, a 192-unit community for residents earning up to 60% of AMI.

Senior and supportive housing: Supported Serenity in South Los Angeles, creating 50 affordable apartments for seniors, including homes for seniors experiencing homelessness.

Tribal housing: Sponsored an $800,000 FHLB AHP grant for Yavapai-Apache Homes IX in Camp Verde, Arizona, supporting 38 homes on Tribal trust land.

Permanent supportive housing: Sponsored a $1.25 million FHLB AHP grant for Visions Park in Las Vegas, supporting 100 homes for blind and visually impaired residents.

Veteran support: Committed $100,000 through the Western Alliance Community Foundation to launch the Western Alliance Veterans Dental Program at Catholic Charities MANA House.

Political Involvement

Western Alliance Bancorporation maintains a written Political Activities & Gifts to Government Officials Policy that applies to employees and directors across the Company and its subsidiaries, including Western Alliance Bank and AmeriHome Mortgage. The policy addresses political contributions, lobbying, state and local pay-to-play requirements and gifts to government officials. It is subject to annual review and generally requires prior Company approval before employees or directors engage in covered political or lobbying activity on behalf of the Company.

POLITICAL CONTRIBUTIONS

Western Alliance prohibits the use of Company resources, including monetary support and in-kind services, for federal political contributions or expenditures, except in limited circumstances and where permitted by law. Where contributions are legally allowed, they require prior approval under Company policy. Eligible employees may voluntarily contribute to the Western Alliance Bancorporation Political Action Committee, the Company's federally registered PAC. WABPAC contributions are disclosed through regular filings with the Federal Election Commission and applicable state agencies, as required by law. Political contributions by Western Alliance Bancorporation, WABPAC, Company directors and eligible employees are publicly reported in accordance with applicable requirements.

LOBBYING

Western Alliance conducts lobbying activity within applicable federal, state and local laws. This may include internal staff and third-party representatives. The Company and its representatives register and disclose lobbying activity through public filings as required by law. Employees may engage in lobbying on behalf of the Company or its subsidiaries only with prior authorization from the Head of Government Relations. Western Alliance also belongs to trade associations that may participate in lobbying activity.



Sustainability

Sustainability and Resilience

Environmental responsibility at Western Alliance extends beyond the way we operate our facilities. As a national commercial bank, we recognize that environmental conditions can affect our colleagues, clients, properties, communities and the long-term resilience of the markets we serve. Our approach focuses on efficient operations, a reduced environmental impact, informed risk assessment and long-term business resilience.

We continue to pursue practical opportunities to improve the efficiency of our operations. Across our offices, these efforts include high-efficiency electrical equipment, LED and motion-detecting lighting, advanced HVAC systems, recycling and waste-reduction practices and refill stations that help reduce reliance on single-use plastic water bottles. Our San Diego regional office in the Twenty by Six building has also achieved LEED Silver certification.

We make renewable energy tax credit equity investments, with a portfolio of approximately $702 million invested from 2018 through 2022. With these clean energy transactions, Western Alliance has committed to funding 1,263 megawatts of clean energy across 17 states. That's enough electricity to power approximately 219,740 homes and offsets approximately 1,054,000 metric tons of CO_2 emissions.

Our responsibility also includes understanding how environmental conditions may affect the people and businesses we serve. Many Western Alliance clients and properties are located in regions exposed to wildfires, drought, flooding, earthquakes, mudslides and other natural hazards. In 2025, the Southern California wildfires underscored the importance of this work and the need for resilient communities. In addition to responsive service to affected bank clients and volunteer efforts by many bank team members in the region, Western Alliance donated $100,000 to the American Red Cross to support Los Angeles-area wildfire response and recovery efforts.

We are also continuing to strengthen how environmental risks are considered in our business. A dedicated working group is developing a more comprehensive framework for evaluating acute physical risks, such as wildfires and floods, as well as longer-term conditions including drought, rising sea levels and changing temperatures and precipitation patterns. Targeted data collection is helping us better understand how these factors could affect clients, collateral values and geographic markets.

Together, these initiatives support a broader goal: to operate efficiently today while building the awareness and resilience needed to serve our clients and communities over the long term.





Western Alliance
Bancorporation®

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