

CORPORATE RESPONSIBILITY REPORT

An abstract graphic consisting of numerous diagonal lines in two shades of blue (dark navy and light sky blue) of varying lengths and orientations, creating a sense of movement and depth across the lower right portion of the page.



About Us

Western Alliance Bancorporation (NYSE:WAL) is one of the country's top-performing banking companies. Its primary subsidiary, Western Alliance Bank, Member FDIC, is a leading national bank for business that puts customers first, delivering tailored business banking solutions and consumer products backed by outstanding, personalized service and specific expertise in more than 30 industries and sectors. With \$90 billion in assets and offices nationwide, Western Alliance has ranked as a top U.S. bank by American Banker and Bank Director since 2016. In 2025, Western Alliance Bancorporation was #2 for Best CEO, Best CFO and Best Company Board of Directors on Extel's All-America Executive Team Midcap Banks list.

In 2025, Western Alliance Bank unified its six divisions — Alliance Association Bank, Alliance Bank of Arizona, Bank of Nevada, Bridge Bank, First Independent Bank and Torrey Pines Bank — under the Western Alliance name. As a national bank with a national brand, we are dedicated to helping commercial customers achieve their ambitions with expertise, agility and an entrepreneurial spirit. Unifying our brand, while continuing to honor the history and customer loyalty associated with our legacy brands, will allow us to expand our offerings and deliver even greater ease and access for customers.

Western Alliance's deep segment expertise and underwriting specialization — including a broad range of differentiated loan- and deposit-generating businesses — continue to drive organic growth by meeting the unique needs of companies across the U.S. economy.

Bringing clients more than 17 specialized national business lines across 32 industries and sectors, we are a highly diversified financial services organization that serves companies of all sizes across a wide variety of industries and sectors. Wholly owned subsidiaries, including AmeriHome Mortgage and Western Alliance Trust Company, offer clients additional expertise as they pursue their goals.

Western Alliance's unwavering people-first ethos and our culture that prizes strong relationships guide all aspects of the organization. Known by clients, colleagues, investors and communities as a trusted and reliable banking resource, we are proud of our commitment to excellence and transparency.

For more information, visit westernalliancebank.com.

2024 Performance



Top-tier
performance

Total Assets
\$80.9B

Deposit Growth
\$11B

CET1 Ratio
11.3%



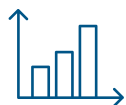
Net income of

\$787.7M

ROAA
0.99%
Consecutive year
of rising earnings

ROTCE*
14.0%

NET INTEREST MARGIN
3.58%



Pre-Provision Net Revenue*

\$1.1B

Net Revenue
\$3.2B

TBV per Share (net of tax)*
\$52.27

11.7% YoY growth

Earnings Per Share
\$7.09

* Non-GAAP financial measure: See our 2024 Annual Report on Form 10-K for further information and a reconciliation to the most directly comparable GAAP financial measure.



Our Brands



Serving clients nationwide, Western Alliance Bank, Member FDIC, offers a full spectrum of tailored commercial banking solutions and consumer products with expertise in a broad range of industries and sectors across the U.S. economy.



A Western Alliance Bank Company

AmeriHome Mortgage is a leading national business-to-business mortgage purchaser and servicer known for deep expertise in correspondent mortgage lending and direct mortgage origination.



Western Alliance Trust Company, N.A. is a wholly owned subsidiary of Western Alliance Bancorporation.

Western Alliance Trust Company, N.A., is a premier provider delivering corporate trust services in the CLO and levered loan markets to help customers achieve their asset management strategies.

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“Our Board remains sharply focused on providing comprehensive oversight as Western Alliance continues to act on its well-rounded business strategy and growth goals as a national commercial bank.”

Bruce Beach
Board Chairman



Introduction

At Western Alliance, our culture is rooted in meaningful relationships, with trust and dependability guiding everything we do. Whether serving clients, supporting colleagues, engaging investors or partnering with community organizations, we remain deeply committed to meeting the evolving needs of those who rely on us.

In 2024, we advanced our corporate responsibility efforts by more fully integrating sustainability across our operations — building on our core values while aligning with continued business growth. Strong governance and prudent risk management continue to be the foundation of our approach, helping us foster a resilient organization that earns the confidence of stakeholders nationwide.

People are the driving force behind our success. This year's Report highlights our strategies for professional development, education and awareness, and community engagement through our Business Resource Groups (BRGs). As individuals and as a Company, we also give back to our communities through contributions of time, talent and resources — deepening our connection to those we serve.

Western Alliance remains dedicated to transparency in our corporate responsibility practices. Additional information is available on westernalliancebank.com.

Sustainability Priorities

PEOPLE AND COMMUNITY

Prioritizing Our People, Talent Attraction & Retention, Employment Practices & Benefits, Equal Pay & Wage Gap and Political Engagement

GOVERNANCE

Promoting High-Quality Governance Practices with an Emphasis on Business Conduct & Ethics, Data Privacy & Security, Board Diversity & Independence, Enterprise Risk Management and Customer Financial Protection

SUSTAINABILITY

Investing in a Sustainable Workplace That Focuses on Increasing Energy Efficiency and Reducing Waste

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

At Western Alliance, our enduring strength and reliability enable us to continue forwarding our mission: to help our clients across the country achieve success and fulfill their ambitions.

2024 was a successful year for our organization, dedicated to prudent balance sheet growth, thoughtful business investments and sustained earnings generation — all of which enhance our position as a leading national commercial bank.

Western Alliance's consistent growth and stability as an organization benefit the clients and communities we serve, as well as our colleagues, by ensuring we will be here for the long term to continue partnering with our clients on their most important projects.

In 2025, we have unified our six division bank brands under one strong brand, Western Alliance. The goal is to provide expanded offerings and even greater ease and access for our customers moving forward. While our legacy brand names, including Alliance Association Bank, Alliance Bank of Arizona, Bank of Nevada, Bridge Bank, First Independent Bank and Torrey Pines Bank, may not be featured as prominently in the marketplace, they remain an important part of our heritage. We'll continue to honor the history and customer loyalty associated with our legacy brands under Western Alliance Bank.

Supporting our communities is more than just a core value for our organization — it's also good business. With the lack of affordable housing a persistent concern across our markets, Western Alliance is growing our work in affordable housing investments through dozens of projects nationwide. Our ongoing support for small businesses, which are the backbone of the U.S. economy, is another important way we serve our clients and communities.

But truly, the centerpiece of our long-standing commitment to sound corporate responsibility is putting people first. We value the strong, trusted relationships we have with all of our stakeholders, including our colleagues, clients, investors and communities. And we appreciate their ongoing confidence in us.

Sincerely,



Kenneth A. Vecchione
President & Chief Executive Officer

“Western Alliance's consistent growth and stability as an organization benefit the clients and communities we serve, as well as our colleagues, by ensuring we will be here for the long term.”





Governance

Governance

Western Alliance maintains a well-defined corporate governance framework that ensures robust oversight and strategic guidance, anchored by our dedicated Board of Directors. This governing body plays a central role in shaping and overseeing the Company's long-term strategy, while upholding the highest standards of integrity and accountability.

To support this mission, the Board has implemented thoughtful and effective governance practices designed to promote independent oversight and sound decision-making across all aspects of our operations. Our commitment to excellence in corporate governance remains unwavering, and in 2024, we continue to cultivate a culture rooted in accountability, fairness and ethical responsibility. These core values are fundamental to earning and preserving the trust of our stakeholders, and they guide every facet of our leadership and corporate conduct.

Business Conduct & Ethics

Our comprehensive governance policies and structures are designed to promote transparency and accountability across all levels of leadership. These policies reflect our unwavering dedication to upholding the highest standards of ethics and integrity, while ensuring full compliance with anti-corruption, anti-bribery and antitrust regulations.

Integrity is a core value for Western Alliance that imbues all of our actions and activities. We have developed a comprehensive *Code of Business Conduct and Ethics* (the "Code"), applicable to our employees, officers and directors, that every employee is required to read and consent to on an annual basis. The Code simplifies complex topics and equips our people with the tools to make ethical decisions confidently. The Code includes intuitive features such as QR codes, direct contact links and real-world examples to clarify expectations and prevent misconduct.

In this Report, we reaffirm our support for open communication. Employees are encouraged to speak with supervisors, managers or designated personnel about any observed unethical or illegal behavior. Through our partnership with Ethics Point, we maintain a secure and anonymous tip line for reporting concerns. We assure our team that no one will face retaliation for refusing to violate the Code or for raising concerns in good faith.

As Western Alliance completes the unification of our family of brands under one name by the end of 2025, our commitment to ethical business practices and strong governance remains a cornerstone of our identity.

In addition to the Code, the Company maintains a number of policies that provide guidance in specific areas, including, but not limited to:

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

We believe by providing our people with the necessary tools and building their confidence in the strength and integrity of those tools, we are able to foster a culture of ethical excellence.



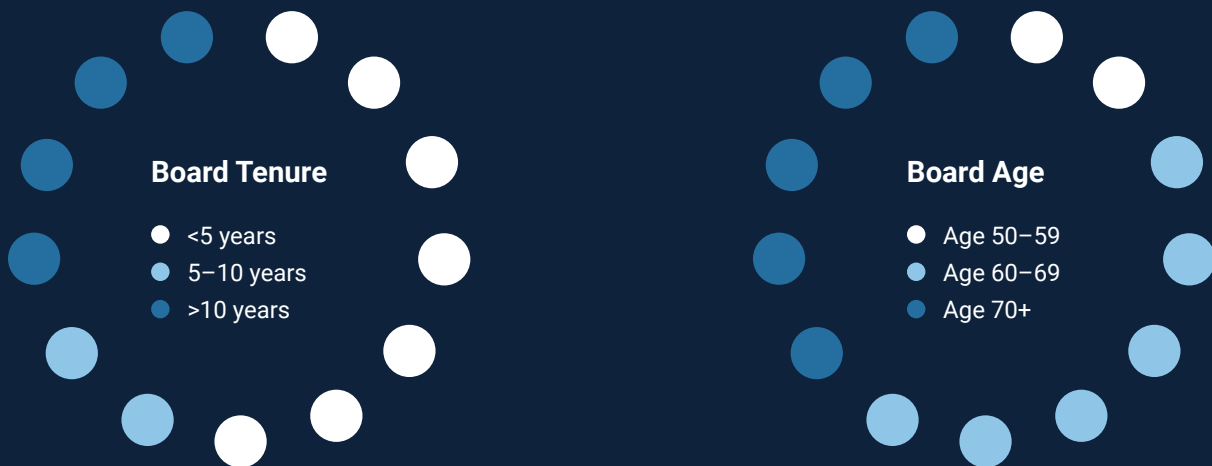
SCAN
QR CODE
TO VISIT
WEBSITE

Our Board of Directors

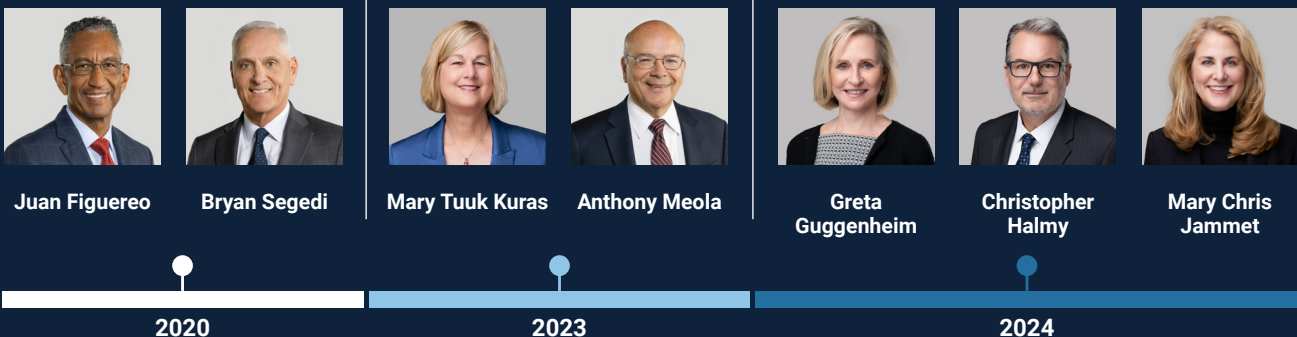
Western Alliance's Board of Directors is comprised of a majority of independent members, as defined by the New York Stock Exchange listing standards and the Board's Corporate Governance Guidelines. Our Compensation, Governance and Audit Committees are exclusively composed of independent directors, reinforcing 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 Composition



Our Board Refreshment



In addition to determining the appropriate qualifications to serve as a member of the Board, the Board, in consultation with 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. At the 2025 Annual Meeting, the Board set the number of directors at 13 and the directors are elected to serve for one-year terms.

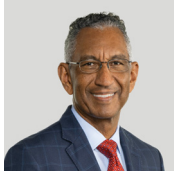
The Governance Committee has identified nine specific criteria that it believes are most important to the Board's effective fulfillment of its oversight responsibilities. Those specific skills and qualifications are highlighted in the below Skills & Traits Matrix. A detailed description of each skill and qualification may be found in our most recent Proxy Statement. Our Board believes that each of our directors offers unique viewpoints and experiences to meet the evolving needs of the Company, which are not all reflected in the Skills & Traits Matrix. The absence of a designation does not mean a director does not possess that skill or qualification. The Skills & Traits Matrix is one tool our Board uses to identify collective strengths and find opportunities for enhancement – whether through director recruitment or ongoing education and development.

	Beach	Figueroa	Gould	Guggenheim	Halmy	Jammet	Johnson	Kuras	Latta	Meola	Segedi	Snyder	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 as of the 2025 Annual Meeting



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



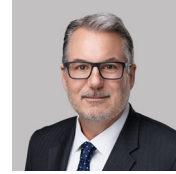
Juan R. Figuero
Retired
Public Company
Chief Financial Officer



Howard N. Gould
Independent Director
Former Vice Chairman
CCFW, Inc. dba
Carpenter & Company



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
Executive Chairman, Boyd
Gaming Corporation



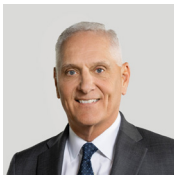
Mary Tuuk Kuras
Independent Director
Chief Executive Officer,
MTK Practical Leadership



Robert P. Latta
Independent Director
Senior Of Counsel, Wilson
Sonsini Goodrich & Rosati



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



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



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



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

Customer Financial Protection

Western Alliance remains deeply committed to safeguarding the integrity of our financial services and protecting customers from illicit activity. Our Bank Secrecy Act/Anti-Money Laundering (“BSA/AML”) and Office of Foreign Assets Control (“OFAC”) program continues to serve as a cornerstone of our compliance framework, ensuring that our products and services are not 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. Oversight of the program resides with the Board of Directors, while day-to-day operations are led by our Chief BSA Officer. Key components of the program include:

Robust Internal Controls: Covering transaction monitoring, reporting and customer due diligence to identify and manage higher-risk relationships.

Annual Training: Required for all employees, contractors and management, covering a wide range of AML and OFAC topics.

Dynamic Risk Assessment: Conducted annually to adapt to shifts in the economic and regulatory landscape and ensure appropriate 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-wide Privacy Program is designed to ensure ongoing compliance with applicable privacy laws and principles, while proactively managing risks associated with data handling and protection.

To uphold these standards, the Company has implemented a comprehensive framework of policies, procedures, controls and governance measures that include:

Privacy Policy & Notice Management: Rigorous processes for developing, executing and maintaining privacy disclosures that align with regulatory requirements and evolving best practices.

Staff Training & Awareness: Mandatory training programs for employees and contractors to reinforce privacy responsibilities and promote a culture of data stewardship.

Testing, Assessments & Audits: Periodic evaluations of privacy controls through internal audits and risk assessments to identify gaps and drive continuous improvement.

Program Governance & Oversight: Active oversight by senior leadership and cross-functional teams to ensure accountability and responsiveness across the organization.

In alignment with our cybersecurity strategy, the Privacy Program is tightly integrated with our broader information security protocols. This includes:

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 & Breach 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.

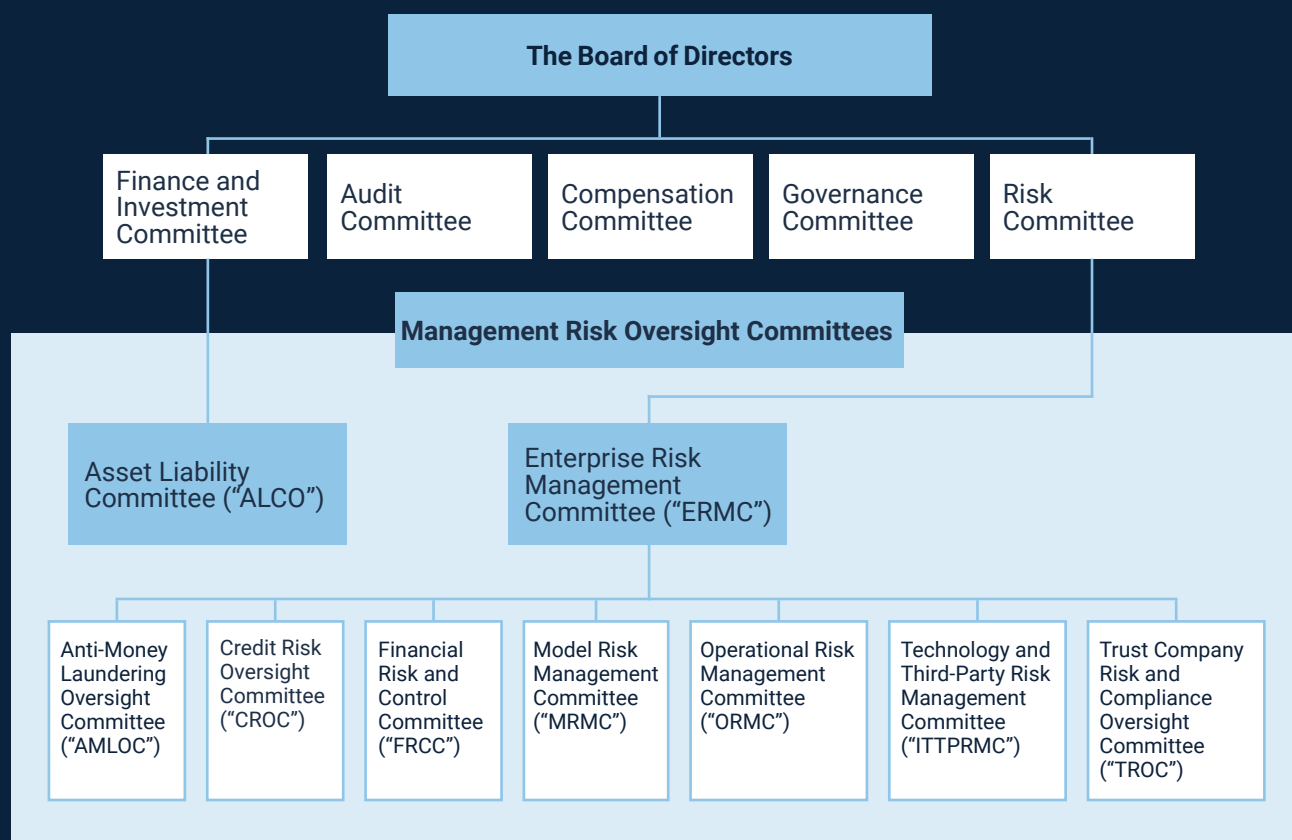
Western Alliance’s Privacy Program is not static – it is continuously monitored, maintained and refined to meet regulatory obligations and adapt to the evolving digital landscape. This commitment ensures the confidentiality, integrity and availability of NPI/PI across all facets of our operations.

Enterprise Risk Management

Western Alliance's risk management program is designed to comprehensively address all material risks across the Company's operations, while fostering a culture of proactive risk identification, self-correction and accountability. The foundation of this program is our Enterprise Risk Management ("ERM") Policy, which outlines the guiding principles for risk governance. These principles are operationalized through our ERM Framework, which defines the systems, processes and oversight mechanisms that support effective risk management across the enterprise.

Both the ERM Policy and Framework are reviewed annually by the Board's Risk Committee to ensure alignment with evolving regulatory expectations, strategic priorities and the Company's risk appetite. The ERM Framework encompasses key elements of risk governance: identification, measurement, control and mitigation, and reporting. When risks are identified, they are assessed quantitatively and qualitatively to determine appropriate controls. These controls are implemented, monitored and periodically tested to ensure they function as intended.

In 2024, Western Alliance enhanced our risk governance structure by refining the roles and responsibilities of our management-level risk committees, including the Enterprise Risk Committee and the Asset Liability Management Committee. These committees provide focused oversight of specific risk domains — such as credit, market, liquidity, operational and compliance risk — and ensure that risk decisions are informed by cross-functional expertise and real-time data. This integrated and dynamic approach to risk management enables Western Alliance to remain resilient, responsive and well-positioned to navigate an increasingly complex financial and regulatory environment.



Enterprise Risk Management Continued

Our Chief Executive Officer (“CEO”) bears ultimate responsibility to the Board for effectively managing the Company’s risk, including promoting a strong risk-aware culture and implementing the Company’s strategic plan, as approved by the Board, in a manner that supports the Company’s safety and soundness and aligns with the Company’s Risk Appetite Statement (“RAS”) and ERM Framework.

In addition, the Company’s Chief Risk Officer (“CRO”) is responsible for keeping the Board and the Risk Committee aware of the Company’s risk profile and risk management practices across all enterprise risks. The CRO reports jointly to the CEO and the Risk Committee and has unrestricted access to the Board and its committees to address risks and issues identified through the ERM Framework.

The Company has established management risk oversight committees, which have been delegated authorities and responsibilities as described in detail in their respective charters and in the ERM Framework.

ERMC	Enterprise Risk Management Committee is chartered with primary responsibility to maintain and monitor the Company’s Risk Appetite and, through the Chief Risk Officer, reports regularly to the Risk Committee of the Board regarding the Company’s risk environment. ERMC assists the Risk Committee in the oversight of the Company’s overall ERM Framework and RAS. Supporting management committees monitor and assess specific risk categories.
ORMC	Operational Risk Management Committee is chartered with responsibility to review, assess and oversee the Company’s Operational Risk Management Framework and Regulatory Compliance Risk.
ALCO	Asset Liability Management Committee is chartered with the responsibility to oversee the Company’s financial risk management process, including Liquidity Risk and Market/Interest Rate Risk. ALCO has five subcommittees: Investment, Pricing, Capital Planning, Balance Sheet Management, and Liquidity and Funding.
CROC	Credit Risk Oversight Committee is chartered with the responsibility to oversee the Company’s credit risk management and credit risk stress-testing activities.
TROC	Trust Company Risk and Compliance Oversight Committee is chartered with responsibility to oversee the Western Alliance Trust Company’s risk management framework, risk appetite and identification, measurement, monitoring and control of key risks, including credit/concentration, market/interest, liquidity, reputational, strategic, operational, regulatory compliance and legal risks.
MRMC	Model Risk Management Committee is chartered with responsibility to review, assess and oversee the Company’s Model Risk Management Framework, as well as reporting on model risk to ERMC.
AMLOC	Anti-Money Laundering Oversight Committee is chartered with responsibility to oversee the Company’s Bank Secrecy Act, Anti-Money Laundering and Office of Foreign Assets Control program and related matters.
FRCC	Financial Risk and Control Committee is chartered with responsibility for overseeing the financial risk management process.
ITTPRMC	Technology and Third-Party Risk Management Committee is chartered with responsibility for reviewing, assessing and overseeing the Company’s Technology and Third-Party Risk Framework.



We utilize a Three Lines of Defense model for effective risk oversight

Western Alliance's risk management program is structured around a robust Three Lines of Defense model, designed to ensure accountability, oversight and assurance across all levels of the organization. This coordinated framework enhances clarity around risk ownership and control effectiveness, supporting a more resilient and responsive enterprise-wide risk posture.

The First Line of Defense comprises the Company's business units and departments engaged in revenue generation, customer service, operational support and technology delivery. These teams are responsible for identifying, measuring and managing the risks inherent in their activities. They are also accountable for ensuring that related controls are functioning effectively and for addressing any control deficiencies.

The Second Line of Defense includes independent Risk Management and Compliance functions that oversee, measure and report on the Company's material risks. These teams establish enterprise-wide standards for risk identification and measurement, monitor current and emerging risks and provide credible challenge to the First Line's risk assessments and mitigation strategies. They report directly to senior management and the Board, ensuring transparency and informed oversight. Key functions within this line include Risk Management (reporting to the Chief Risk Officer), Credit Risk Review and Financial Crimes Compliance.

The Third Line of Defense is Internal Audit Services ("IAS"), which independently evaluates the effectiveness of the Company's internal controls and infrastructure enhancements. IAS challenges management to maintain policies and procedures that align with regulatory requirements, industry standards and the Company's risk tolerance. It also assesses the performance of critical risk management functions, monitors adherence to risk limits and identifies emerging risks. Audit findings, including thematic issues, are reported to senior management and the Audit Committee, along with approved remediation plans.

This integrated model reinforces Western Alliance's commitment to sound risk governance and continuous improvement, positioning the Company to navigate complex regulatory and operational environments with confidence.

Cybersecurity

Western Alliance integrates cybersecurity risk into our broader ERM Framework, recognizing it as a critical operational risk. Our governance structure for cybersecurity is anchored in a multi-layered approach that includes oversight by the Board of Directors, executive leadership and dedicated risk and technology teams.

Cybersecurity oversight begins with the Board, which receives regular updates from management on the Company's cyber risk profile, threat landscape and mitigation strategies. The Board's Risk Committee plays a key role in reviewing cybersecurity risks and ensuring alignment with the Company's RAS.

The Board and the Board's Risk Committee regularly receive updates from the Company's Chief Information Security Officer and the Chief Information Officer on internal and external cybersecurity and information security developments, threats and risks. Under the ERM Framework, the Company's Information Security Risk and Compliance Departments and all employees are the First Line of Defense with respect to cybersecurity and information security risks.

Employee Training and Awareness: All employees, contractors and vendors undergo mandatory annual cybersecurity training. The Company also conducts regular phishing simulations to assess susceptibility and reinforce awareness. Supplemental training and corrective actions are applied when necessary.

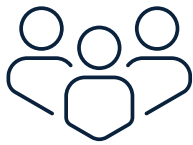
External Assessments and Testing: Independent third parties conduct regular assessments aligned with FFIEC and NIST Cybersecurity Framework standards. These include full-scope penetration testing and adversarial simulations (e.g., red team/blue team exercises) to evaluate the resilience of systems and controls.

Internal Monitoring and Vulnerability Management: The Company performs continuous internal and external vulnerability scans, benchmarking against Center for Internet Security standards. Internal audits and risk assessments help refine the Company's security posture in response to emerging threats and regulatory changes.

Incident Response and Recovery: The Security Monitoring Center ("SMC") manages the Company's Security Information and Event Management ("SIEM") platform, integrating threat intelligence and system logs to detect and respond to potential compromises. The Cyber Security Response ("CSR") Plan outlines procedures for managing incidents involving malicious code, unauthorized access or data loss, and is regularly updated to ensure readiness.

This comprehensive cybersecurity governance framework enables Western Alliance to proactively manage risks, safeguard client and Company data and maintain operational resilience in a rapidly evolving threat environment.





People and Community

Our People

In 2024, Western Alliance continues to champion what matters most: our people. We invest in their growth, well-being and success because we believe empowered individuals drive exceptional outcomes. Their commitment to putting clients first fuels strong stockholder returns and unlocks opportunities to support communities, spur client growth and cultivate a thriving workplace. This cycle of growth and impact strengthens our ability to attract, develop and retain top talent – creating value at every level.

Through professional development opportunities, we support the diverse talents, abilities and experiences our people bring to the Company and our customers.

Our Values Drive Us

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 customers 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

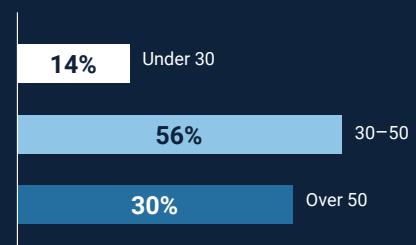
We strive to deliver strong performance and excellence in everything we undertake.

45%
Ethnic Diversity

50%
Female Workforce

PROMOTION RATES
are proportional
to the diversity
of our workforce

Workforce Age





Culture of Inclusion

At Western Alliance, we strive to attract, develop and retain a workforce rich in background, knowledge, skill and experience, knowing that inclusion empowers every voice and strengthens our culture. Our employment practices ensure equal opportunity, with all decisions based on merit and made without discrimination of any kind, including gender, sexual orientation, age, family status, ethnic origin, nationality, disability or religious belief.

We maintain an Anti-Harassment and Discrimination policy that states 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.

We continue to advance inclusive practices across all levels of our organization. Through strategic partnerships with educational and community institutions, we're expanding our pipeline of talent. Western Alliance's executive-led Opportunity Council champions our inclusion efforts by sponsoring initiatives, promoting access to leadership and refining strategies that help embed inclusion into the fabric of our Company. Our workforce is diverse in gender, race, ethnicity, age and more.

Western Alliance Business Resource Groups

At Western Alliance, our people continue to be the organization's driving force — energized by our inclusive culture and shared values. To support the wide array of talents, perspectives and lived experiences our employees bring to both our Company and our customers, we proudly sponsor a growing number of Business Resource Groups (BRGs). These BRGs are built on three foundational pillars: education, professional development and community engagement. They provide inclusive spaces where employees can connect, collaborate and grow. BRGs come together voluntarily to celebrate shared experiences and foster learning across differences, while also deepening ties to our communities and accelerating career advancement.

Western Alliance 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.



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.



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.



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.



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.



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.



Asian American & Friends

Professional Network

AAFNP 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.



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.



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.

In 2025, our BRGs continued to thrive. Their growing momentum reflects our ongoing commitment to a workplace culture that values authenticity, representation and meaningful connection.

Our BRGs are open to all employees and center activities around three pillars: education, professional development and community engagement. With executive sponsorship and support from the Western Alliance Opportunity Council, BRGs help cultivate belonging and support employee success at every level.

BRGs plan and hold a wide range of activities, including mentoring programs, cultural celebrations, speaker series, volunteer efforts and enterprise-wide campaigns. Several groups also partnered on shared initiatives, highlighting the strength of cross-collaboration and the value of working together to create an inclusive experience across teams and regions.

In addition to building connection and community, BRGs support the bank's broader goals by helping to attract top talent, deepening employee engagement and championing a culture where people want to stay and grow. These groups contribute to a workplace that is dynamic, people-centered and aligned with the values that drive Western Alliance.

Our BRGs reflect our bank culture—one where every employee has the opportunity to develop, contribute and thrive.

OWLS BRG Champions a Multigenerational Mindset

Founded in 2024, OWLS (Opportunity. Wisdom. Leadership. Support.) is the newest addition to Western Alliance's BRG community. OWLS was created to encourage generational learning and strengthen connections across career stages—all while supporting a culture where everyone is heard and valued.

With five generations represented in the workforce, OWLS launched with a clear purpose: to spotlight the strengths each generation brings and to help employees build lasting relationships through shared experiences. The group's signature event—a virtual keynote with watch parties hosted in 16 regions—took place for the second year in a row, reinforcing conversation, curiosity and connection.

Throughout its first year, OWLS introduced a multigenerational mentoring program that pairs colleagues across divisions and geographies. The program encourages thoughtful dialogue about how to lead and learn at every stage of work life.

By celebrating generational wisdom and creating space for mutual support, OWLS contributes to a stronger workplace culture, one where leadership comes in many forms and learning never stops.

Community Investment & Philanthropy

At Western Alliance, we care deeply about improving the economic health and well-being of our communities. Across our footprint, we support affordable housing, health care, education, job creation and workforce development.

In 2024 and 2025, two key initiatives brought our people together to provide needed support. These cohesive national projects are fitting as we mark the unification of our legacy brands under the Western Alliance brand.

9/11 Day: In 2024 and 2025, Western Alliance proudly engaged in our first 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 of our volunteers joined thousands of others to pack 9 million healthy, nonperishable meals for Americans facing food insecurity. In our other markets, Western Alliance teams volunteered at community food banks.

Los Angeles fire response: By matching donations from our people across the country, the Western Alliance Community Foundation contributed \$100,000 to Red Cross efforts supporting communities impacted by the January 2025 LA fires. We have also committed \$1 billion in loan capacity to the rebuilding effort.

Additionally, in 2024, our teams contributed over 9,000 hours of community service and participated on the boards of 63 organizations. Western Alliance and the Western Alliance Community Foundation also provided \$4,120,334 in grants to organizations supporting food, shelter, health care and programs for low- to moderate-income individuals.

Contributions Across Our Communities Each Year



Affordable Housing

- Financed community development loans totaling over \$114 million that provided 433 affordable units for low-to-moderate income households.
- Invested over \$495 million in affordable housing investments that financed 4,547 affordable housing units.
- Assisted 141 families with over \$4 million in down payment assistance grants for home ownership by participating in the Federal Home Loan Bank ("FHLB") Affordable Housing Programs ("AHPs").
- Provided over 3,000 community service hours assisting first-time homeowners eligible to receive downpayment assistance through the FHLB AHPs.



Small Business Support and Job Creation

- Made 2,508 small business loans totaling over \$310 million.
- Financed SBA loans totaling more than \$43 million that retained 135 jobs.
- Invested in a Small Business Investment Corporation ("SBIC") fund totaling over \$11.5 million.



Community Service

- Employees participated on the boards of directors for 63 different organizations.
- Provided \$386,500 in grants to organizations that provide food, shelter, health care and programs for low-to-moderate income individuals.
- Financed community development loans totaling over \$19 million to community-based organizations that provide community services for low-to-moderate income individuals.

Community Engagement

Small Business is a Big — And Growing — Focus at Western Alliance

From the bank's earliest days, Western Alliance has focused on meeting the unique needs of small business clients. Today, even as we continue to grow as a national commercial bank, our commitment to serving small businesses continues to strengthen.

Western Alliance's dedicated Small Business Banking group works closely with branch bankers all across the company to bring small businesses customized products alongside the high-touch, personalized service the bank is known for.

Long a preferred SBA lender, helping customers to secure SBA 504 and 7(a) loans to power their progress, Western Alliance is all about impact. Today, we are working to enhance the way our organization interacts with small businesses to increase that impact.

Matt Benidt, Head of Branch Banking for Western Alliance, notes, "Our reach has grown much bigger, encompassing new tools, technologies and processes, such as Digital Account Origination. Not only are we working to develop innovative solutions built just for small businesses, but we're also leveraging our branch and client care teams to provide scalable support to these businesses as we continue to serve more of them across our footprint."

Western Alliance deeply understands the irreplaceable value that more than 31 million small businesses operating in the U.S. today bring to local communities.¹ Small businesses are responsible for creating two out of every three new jobs in the U.S. economy, and they account for nearly half of the private workforce.

The sheer volume of loans booked through Western Alliance's Small Business Banking group — generally in amounts ranging from \$100,000 to \$250,000 — makes an incredible difference for these businesses.

“What's unique is that these loans are benefiting small business owners who did not have access to this capital before and can now expand, bring in new employees or buy equipment. It's very gratifying to all of us.”

Matt Benidt, Head of Branch Banking

1. "The Impact of Small Businesses on the United States Economy." National Business Association.



Building Financial Literacy With Junior Achievement

Western Alliance is proud to support Junior Achievement (“JA”), a national nonprofit that empowers young people with financial literacy, career readiness and entrepreneurial skills. For more than a decade, our partnership has grown alongside our footprint, now encompassing service to JA chapters throughout Arizona, Southern and Northern Nevada, San Diego, Los Angeles and Northern California.

Across the bank, more than 450 employees volunteered in 2024 across multiple locations, helping deliver hands-on JA programs to thousands of students, many from low- to moderate-income communities. These efforts include:

JA Day: An immersive day of financial education for K–6 students at Title I schools such as Roadrunner Elementary in Phoenix.

JA BizTown: A simulated town where students explore real-world roles, including “bank jobs” at a Western Alliance kiosk.

JA Inspire: A career exploration fair designed to help middle schoolers imagine their futures.

Finance Park: A budgeting and personal finance program for high school students.

Board and committee service: Western Alliance professionals contribute leadership to JA boards and finance committees, supporting long-term impact and organizational sustainability.

Western Alliance Chief Audit Executive Nick Wanat serves on the Finance Committee and Board of Directors for Junior Achievement of Arizona, where JA reaches more than 190,000 students annually,¹ with Western Alliance Bank consistently recognized as a top-tier, go-to partner. Our impact extends across the region. In Southern Nevada, the bank has supported JA since 2003. In Northern Nevada, Managing Director, Commercial Banking Jim DeVold was inducted into the JA Hall of Fame in 2023, recognizing decades of service and leadership.

In recognition of our deep commitment, 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. This prestigious award celebrates our ongoing volunteer service and financial support over the past five years.

Through this enduring national partnership, Western Alliance helps build the generational knowledge that can lead to generational wealth. By equipping students with practical financial skills and mentorship, we invest in stronger communities — one student at a time.

“Supporting Junior Achievement is one of the most meaningful ways we give back. We take pride in making a lasting difference for our communities by helping students from all backgrounds envision a brighter, financially-empowered future.”

Nick Wanat, Chief Audit Executive

1. Junior Achievement data can be viewed at <https://www.jaaz.org/ja-honors-western-alliance-bank-with-u-s-presidents-volunteer-service-award>.

Opening the Door to Housing Opportunity

Western Alliance supports the economic future of our communities by opening the door to homeownership and making housing more affordable for more people. We continue to expand our investment in affordable housing financing, with an emphasis on projects that address specific community needs.

Helping First-Time Homebuyers Secure a Home of Their Own

Western Alliance supports first-time homebuyers and low- to moderate-income families by participating in the Federal Home Loan Bank of San Francisco's ("FHLBank") Workforce Initiative Subsidy for Homeownership ("WISH") Program. Through this 4-to-1 down payment match program, eligible buyers can access a significantly higher down payment, opening homeownership opportunities in many markets. We also support nonprofit agencies that provide homeownership counseling and financial literacy services.

Affordable Housing Investments From

“At Western Alliance, we believe homeownership unlocks the American dream. We’re expanding our reach through strong partnerships and innovative investments that help families build wealth while strengthening communities nationwide.”

Craig Robinson, Head of
Community Relations

Financing

\$114M

in community development loans for
433 affordable housing units.

Providing

\$4.1M

in down payment assistance grants
to 141 families.

Investing

\$495M

in affordable housing totaling
4,547 units.



Coast to Coast

In markets across the country, we continue to expand our ability to finance affordable housing developments, working with thoughtful partners to meet the unique needs of each community. Recent projects include:

Danny's Home for Heroes (Los Angeles): 35 furnished units for homeless and formerly homeless veterans and their families earning up to 50% of the area median income ("AMI"). Opened May 2025.

Jesse Owens Parkway Apartments (Phoenix): 236 units of affordable housing for residents earning up to 60% AMI. Broke ground December 2024.

MDLX Flats (Washington, D.C.): Affordable apartment homes in Buzzard Point, with 101 units affordable to households earning 30% to 50% AMI, plus 7,055 square feet of retail/commercial space. Opened March 2024.

Mission Housing (San Francisco): Renovation of 69 units in five buildings, rented to family, disabled and senior households earning up to 50% AMI. Opened August 2023.

Saddleback Village at Stonegate (Maricopa, Arizona): 215 rent- and income-restricted single-family homes for households earning up to 60% AMI. Broke ground May 2025.

Sierra Flats (Carson City, Nevada): 80-unit affordable and workforce housing, with 40 units restricted to owners age 55+ and 40 general occupancy units. Sixteen units at market rates and 64 units restricted to households earning up to 50% AMI. Opened May 2025.

The Orchard at Hilltop (San Diego): Mixed-use affordable housing in San Diego's Chollas View neighborhood, with 113 affordable apartment homes, a hospitality venue and 6,500 square feet of retail space. Opened February 2023.

Yavapai-Apache Homes IX (Camp Verde, Arizona): Grant funding with the FHLBank San Francisco for 38 affordable homes for households earning 30% to 80% AMI. All units are committed for eventual tenant ownership. Construction began late 2024.

“We're proud to continue investing in innovative projects that expand opportunities for multifamily, affordable and workforce housing in the areas we serve. Increasing housing availability is good citizenship and good business.”

Tim Boothe, Chief Administration Officer

Human Capital Management

We understand that our long-term success is deeply tied to our ability to attract, retain and develop top talent. To support this goal, we conduct annual succession planning aimed at cultivating a strong and diverse talent pipeline. As part of our commitment to employee development, the Company has established three key programs: a college internship program, the Commercial Banking Development Program (“CBDP”), and the iLead Program — all designed to strengthen management’s capacity to hire and grow exceptional individuals.

Through targeted campus recruitment initiatives and strategic partnerships, we continue to expand our pool of promising candidates. The internship program pairs college students and recent graduates with leaders across the organization, providing a rich, hands-on experience that often leads to full-time roles through the CBDP or other suitable positions. The CBDP is an intensive 18-month program focused on developing successful credit analysts through progressive assignments, mentoring, exposure to the business and leadership development, all with the aim of shaping future leaders within Western Alliance. Similarly, the iLead Program is designed for recent MBA graduates and offers an accelerated 18-month pathway for high-potential mid-career professionals pursuing careers in sales or corporate roles. In addition, the Company has strengthened our internal sales training and mentoring efforts to further develop talent within our commercial lending teams.

We encourage every one of our team members to form deeper relationships with those around them based on mutual respect, dignity and understanding. We maintain strong and confidential reporting processes and procedures that support an open and honest environment to ensure that the highest principles of integrity and inclusion are maintained. The Company believes that our people are vital to our success. We take a deliberate approach to recruiting and delivering professional development, education and awareness, and community engagement to our employees so that we develop, foster and sustain a pipeline of talented employees who stay and develop their careers at Western Alliance.

As Western Alliance continues to grow, we are highly focused on developing high-potential talent and encouraging them to apply for more challenging positions, including leadership roles. In order to set them up for maximum success, we encourage our people to take advantage of all training, mentoring and coaching opportunities afforded to them. These include:

Career Development Plans

Allows our people to identify career aspirations and the steps necessary to help them achieve those career goals through a formal planning process that engages managers.

Emerging Leaders Program

Fosters the development of manager and director level roles within the Company.

Executive Sponsorship Program

Accelerates the development of key senior leaders for executive leadership roles within the Company.

Sales Mentoring Program

Empowers women in the organization to reach their full potential through mentoring, enhancing existing skills and cultivating constructive relationships.



People



Performance



Possibilities

Our culture of respect and inclusion influences every aspect of our organization, including how we approach compensation. Our compensation and benefits programs are thoughtfully designed to attract, retain, motivate and reward employees for delivering exceptional performance. We believe every individual should share in the success of the Company, which is why all employees participate in the annual bonus plan or are eligible to receive performance-based incentives, and 60% qualify for annual stock grants. Across our human resources functions, we work collectively to cultivate a workforce that can thrive both now and in the future.

A key tool in this analysis is the compa-ratio, which compares an employee's base salary to the midpoint of their role's salary range. To assess equity thoughtfully, we evaluate compa-ratio while considering relevant factors such as experience, tenure and performance, which may explain individual variation. The following table outlines the average compa-ratios by management level for female employees, male employees and those from ethnically diverse backgrounds.

Compensation Equity: Compa-Ratio Average	Female	Male	Ethnically Diverse
Banking & Administration Associates	96%	94%	96%
Senior Banking & Administration Associates	94%	93%	94%
Professional Banking & Administrative Contributors	93%	94%	93%
Supervisors & Team Leads	91%	93%	92%
Senior Professional Banking & Administrative Contributors	94%	95%	95%
Senior Manager & Manager	92%	94%	93%
Director & Senior Director	98%	98%	97%
Executive Management	97%	94%	92%
Average	94%	95%	94%

OUR PEOPLE PARTICIPATE IN OUR SUCCESS

Annual Bonus Plan

94%

This is the same Annual Bonus Plan in which our executives participate.

Annual Stock Grant

60%

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

401(k) Plan With Match

98.5%

Our people are automatically enrolled in our 401(k) Plan, and we have a 98.5% participation rate.

Competitive Benefits

16 weeks*

Paid leave for expecting mothers

12

Paid holidays

Professional Development

14%**

Turnover

17,870

Employee career development courses completed

Our people also enjoy: Generous Vacation Policy, 12 Sick Days, New Parent Flex Time, Paid New Parent Leave, 100% 401(k) Match of the First 5%.

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 2024 was 15%.

Employment Practices & Benefits

To ensure the health and well-being of our people, we aim to provide a robust health and wellness package.

Mental Health Management: Western Alliance team members have available to them a variety of resources and tools to help them maintain their mental and emotional wellness. The Company offers a complimentary employee assistance program that includes confidential, short-term counseling from Licensed Professional Counselors for a full range of personal issues, as well as mental health crisis services. Western Alliance also offers comprehensive wellness workshops designed to help people acquire more awareness and insights on mental wellness, and tactics intended to support stress management.

Workplace Flexibility: The Company offers a generous sick and vacation leave policy so that our workforce can take care of themselves and their loved ones, as well as promote a healthy work-life balance. Additionally, we offer flexibility on working hours and time off to help our people manage their personal needs.

Dependent Care and Special Leave: Western Alliance Bank offers paid time off for all new parents, including adoptive parents and foster parents. Through our Paid New Parent Leave benefit, parents are eligible for up to four weeks or 160 hours of paid leave to help care for and bond with their child. This is in addition to the three days of Parental Flex Time in the first 12 months of their child's life offered to new parents. Additionally, our team members with six months of continuous active employment may apply for up to 30 days of unpaid personal leave in instances where unusual or unavoidable circumstances require their absence.

Additional Benefits We Offer:

- Competitive medical, dental and vision benefits
- Flexible spending accounts for both health care and dependent care
- Health Savings Accounts with annual employer contributions
- Company-paid life insurance at 2x salary and disability insurance (short- and long-term)
- Paid maternal disability leave, paid new parent leave and new parent flex time
- 401(k) retirement savings program, including company matching contributions of 100% of the first 5%
- Employee Assistance Program, which provides free counseling services



Political Involvement

Western Alliance Bancorporation maintains a formal, written Political Activities & Gifts to Government Officials Policy ("Policy"), which was adopted by our Enterprise Risk Management Committee and is subject to annual review. This Policy applies to all employees and directors across the Company and its subsidiaries, including Western Alliance Bank, AmeriHome Mortgage and others. It governs political contributions, lobbying efforts, state and local "pay-to-play" regulations and the provision of gifts to government officials. The Policy reinforces the Company's commitment to full compliance with laws related to political contribution and lobbying disclosures and generally requires prior Company approval before engaging in such activities on its behalf.

Political Contributions

Western Alliance Bancorporation prohibits the use of Company resources, including monetary support and in-kind services, for political contributions or expenditures to federal-level political parties, committees or candidates, except in limited circumstances and where otherwise restricted by law. In jurisdictions where such contributions are legally permitted, they may only be made with prior approval in accordance with established Company policies. Eligible employees may voluntarily contribute to the Western Alliance Bancorporation Political Action Committee ("WABPAC"), the Company's federally registered PAC. All WABPAC contributions are disclosed through regular filings with the Federal Election Commission ("FEC") and applicable state agencies, as required by law. Political contributions made by Western Alliance Bancorporation, WABPAC and Company directors and eligible employees are publicly reported in accordance with legal requirements. Federal-level contributions are accessible via the FEC's website, while state and local disclosures are maintained by the respective regulatory bodies in those jurisdictions.

Lobbying

The Company engages in lobbying activities within the boundaries of applicable federal, state and local laws. This includes the use of internal staff as well as third-party vendors. The Company and its representatives register and disclose lobbying activities through public filings, as mandated by law. Federal lobbying records are available on the websites of the U.S. House and Senate, while state and local records can be obtained from the relevant regulatory authorities. In addition, the Company is a member of trade associations that may participate in lobbying efforts. Employees may only engage in lobbying on behalf of the Company or its subsidiaries after receiving prior authorization from the Director of Government Relations.



Sustainability

Sustainability

Western Alliance acknowledges the growing importance of environmental sustainability and remains committed to meeting heightened regulations and increasingly rigorous environmental standards. In pursuit of greater efficiency, the Company continues to implement strategies for our facilities, such as installing high-efficiency electric equipment, including LED and motion-detecting lighting, along with advanced HVAC systems. Additionally, efforts to reduce waste are ongoing, including the elimination of single-use plastics and the installation of refill stations to minimize reliance on disposable water bottles for over 3,000 employees.



The Company promotes environmentally conscious workplace practices through recycling initiatives and proper waste separation across our office locations. Furthermore, it regularly engages qualified energy professionals to conduct third-party inspections. These inspections generate utility and financial performance data that support informed decision-making and ongoing sustainability efforts.

Western Alliance remains susceptible to disruption and damage stemming from environmental factors. As global awareness of environmental-related issues intensifies, we are actively enhancing our approach to identifying and managing risk. Historically, we have incorporated environmental considerations into decisions, including evaluating collateral for hazardous materials and monitoring regions with heightened exposure to natural disasters.

Today, we integrate environmental risk factors more systematically into our analyses. This includes assessing how environmental factors may influence our portfolio and the value of underlying collateral.

Furthermore, in 2025, we expanded our efforts by forming a dedicated working group to assess environmental considerations. This group initiated the development of a comprehensive framework to evaluate both acute physical risks — such as wildfires and floods — and chronic risks, which involve long-term shifts in weather patterns like changes in average temperature and precipitation. Based on these assessments, we initiated targeted data collection on wildfire, drought, flooding and rising sea levels to better understand their potential impact on our stakeholders.

In addition, Western Alliance remains focused on enhancing our operations by proactively seeking more efficient and effective methods to drive long-term success and support the vitality of the communities we serve. As part of our modernization initiatives, the Company is committed to mitigating environmental impact. For example, our regional offices include a location in downtown San Diego's newly constructed Twenty by Six building, which has achieved Silver LEED certification. We continue to invest in systems and technologies designed to meet or exceed environmental compliance benchmarks, including emissions and energy efficiency standards. Ongoing efforts to identify innovative solutions reflect the Company's dedication to sustainability. By emphasizing environmental responsibility, we aim to lower costs and strengthen the long-term resilience of our operations.



**Western Alliance
Bancorporation®**

One East Washington Street, Suite 1400 Phoenix, Arizona 85004

(602) 389 - 3500 | westernalliancebank.com

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