

COMMUNITY BENEFIT COMMITMENT

This Community Benefit Commitment is executed in connection with the merger of Central Valley Community Bank and Community West Bank (upon the merger, the “Bank”) in collaboration with RISE Economy and the multiple community groups it serves in connection with this Commitment. It is the banks’ mission to serve the credit needs of low-and moderate-income people, geographies, small businesses, and community development organizations within its CRA Assessment Area in a manner that is consistent with safe, sound, and prudent banking practices and within their capacity. To accomplish this, the banks continuously evaluate their products and services to determine whether they support the enhancement of the economic vitality of the communities they serve. It is the banks’ commitment to offer added value in every customer and community relationship. The banks believe this philosophy, coupled with an experienced and dedicated team of banking professionals, will result in continued growth in local businesses and a successful bank that supports its exceptional communities.

To maximize efforts and ensure the Bank will be responsive to the needs of the entire community following the merger, including low and moderate income (LMI) areas and individuals, we have developed the following goals:

SMALL BUSINESS LENDING

- Small business lending goals are 2.0% of average total assets, or \$450 million over 5 years, and the goal of the combined institution is to make 30% of SB loans within low-mod census tracts by 2025.
- The Bank commits to implement a new product and offering channel in 2024 to increase small business loans to businesses with \$1 million or less in revenue. The Bank will strive to originate at least 50% of the Bank’s small business loans to businesses with less than \$1 million in gross annual revenue and at least 25% of small business loans to businesses with less than \$250,000 in gross revenue.
- The Bank will strive to originate at least 60% of the Bank’s small business loans in loan sizes of less than \$100,000.
- The Bank will develop a program to refer 20% of its small business loan declinations to mission based CDFIs, CDCs, community lenders and technical assistance providers.
- The Bank will increase participation, by loan count and dollars, in Government Guaranteed or Assistance Programs, including the California State Loan Guarantee Program, the State Small Business Credit Initiative (SSBCI), and SBA loan programs, by 10% each year for the next 3 years. The Bank will then re-evaluate the size of its portfolio in consideration of future years growth.

COMMUNITY DEVELOPMENT LENDING AND INVESTMENT

- Community development lending goals are 2.0% of average total assets, or approximately \$20-30 Million per year, with 40% to 60% of that amount focused on supporting long-term affordable housing.
- Community development investment goals are 2.0% of average total assets, or approximately \$15-20 Million per year, with 40% to 60% of the total amount of community development investments focused on supporting long-term affordable housing and 40% to 60% of the total amount of

community development investments focused on supporting several of the following activities: homelessness prevention, small business investment companies, small business incubators, climate and weather resiliency in LMI neighborhoods of color, BIPOC and women-led community development financial institutions (CDFIs), Community Land Trusts, Community Development Corporations (CDCs) and Community Development Credit Unions. This community development investment commitment includes:

- \$2 Million for Equity Equivalent (EQ2) Investments with 33% of these funds dedicated to BIPOC and women led CDFIs, microlenders and other nonprofits with under \$10 million in assets, as well as
- Participation and support for Community Land Trusts (CLTs), including an initial investment of \$500,000 in low-cost, patient capital investments that support Affordable Housing efforts by CLTs, with additional annual investments of at least \$500,000, subject to risk assessments and successful due diligence.
- The Bank agrees to refrain from any new financing of fossil fuel extraction activities, especially expansion projects that would develop and lock in dependence on new fossil fuel infrastructure, either through corporate or project-based finance, subject to compliance with banking rules and regulations.

NATIVE AMERICAN COMMUNITIES

- The Bank will focus on strategic outreach, investment, support and engagement with ethnic minority and rural communities. The Bank will allocate appropriate resources, including by focusing the job responsibilities of at least one FTE on this goal and on working to develop a strong Community Partnership Panel, as discussed below.
- \$125,000 to focus on strategic outreach, investment, support, and engagement with Tribal and Indigenous communities. These funds shall be in addition to the Bank's philanthropy commitment.
- A commitment to meet with Native American leaders in 2024, leading to the development of a plan in 2024 to serve the Native American community in the Bank's assessment area.

HOMEOWNERSHIP

- The Bank will strive to originate \$100 million in home mortgage loans in 2024, and will annually increase mortgage lending volume overall, as well as annually increase lending to each of LMI borrowers and LMI census tracts, Majority Minority census tracts, and Black, Latine, Asian, and Native American borrowers, by dollars and loan counts.
- The Bank commits to at least \$50,000 per year in homeowner/homebuyer education and credit counseling grants. These funds shall be included in the Bank's PHILANTHROPY commitment.
- The Bank agrees to develop a program to provide assistance to borrowers that are struggling to repay their mortgages, find themselves with loan to value (LTV) ratios of over 100%, or are otherwise at risk of losing their homes.
- The Bank will design, develop, and implement a Special Purpose Credit Program to meet the homeownership needs of African American and other underserved Black Indigenous and People of Color (BIPOC) borrower groups, in consultation with Rise Economy and its members.

BRANCHES

- The Bank commits not to close any branches as a result of this merger.
- The Bank commits to hiring diverse staff representative of the communities being served, including frontline staff who speak the primary languages, other than English, spoken in each of the counties they are operating in. This will address a huge barrier to banking for refugee and immigrant communities.
- The Bank agrees to explore in good faith the opening of 1 new branch in a neighborhood that is LMI, Majority Minority, and rural, in consultation with Rise Economy members, and subject to board and regulatory approval.

PHILANTHROPY

- The Bank commits to increasing its contributions by, at minimum, its increase in pre-tax income for the next 5 years, but in no event shall contributions average below \$500,000 per year over the next 5 years. Contributions will support the needs of our community, including affordable housing, homeownership counseling, Community Land Trust and cooperative ownership models, fair housing education and enforcement, small business technical assistance, financial education and capability training, climate resiliency, broadband initiatives, and related efforts. The bank will strive to deliver at least 50% of these grants to organizations led by and primarily serving people of color.


DIVERSITY

- The Bank is committed to diversity and will develop leadership courses targeted to diverse employees to allow for career development. Recruitment efforts will be targeted towards people of color. The Bank will strive to increase the representation of women and people of color on its board and senior leadership team.
- The Bank will develop a supplier diversity program to increase Bank contracting and purchasing with companies led by women, people of color, and LGBTQ+ small business owners.

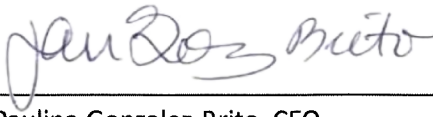
MONITORING

- The Bank agrees to establish a Community Partnership Panel in 2024 open to the diverse constituents in the communities we serve and will accept recommendations from Rise Economy for 50% of the members of that body.
- The Bank agrees to share data and report on its progress in meeting its annual goals and to discuss the Bank's performance at an annual meeting with Rise Economy and its members attended by the Bank's CEO.
- The Bank will promptly submit this Community Benefits Commitment to the Board of Governors of the Federal Reserve System, the Federal Deposit Insurance Corporation, and the California Department of Financial Protection and Innovation to be incorporated into its public application file in connection with the proposed transaction.

DATE SIGNED 12/13/2023



James Kim, President and CEO
CENTRAL VALLEY COMMUNITY BANK



Paulina Gonzalez-Brito, CEO
RISE ECONOMY