



2021

CORPORATE SOCIAL RESPONSIBILITY REPORT

GROWTH FOR IMPACT

amalgamated
FINANCIAL CORP.

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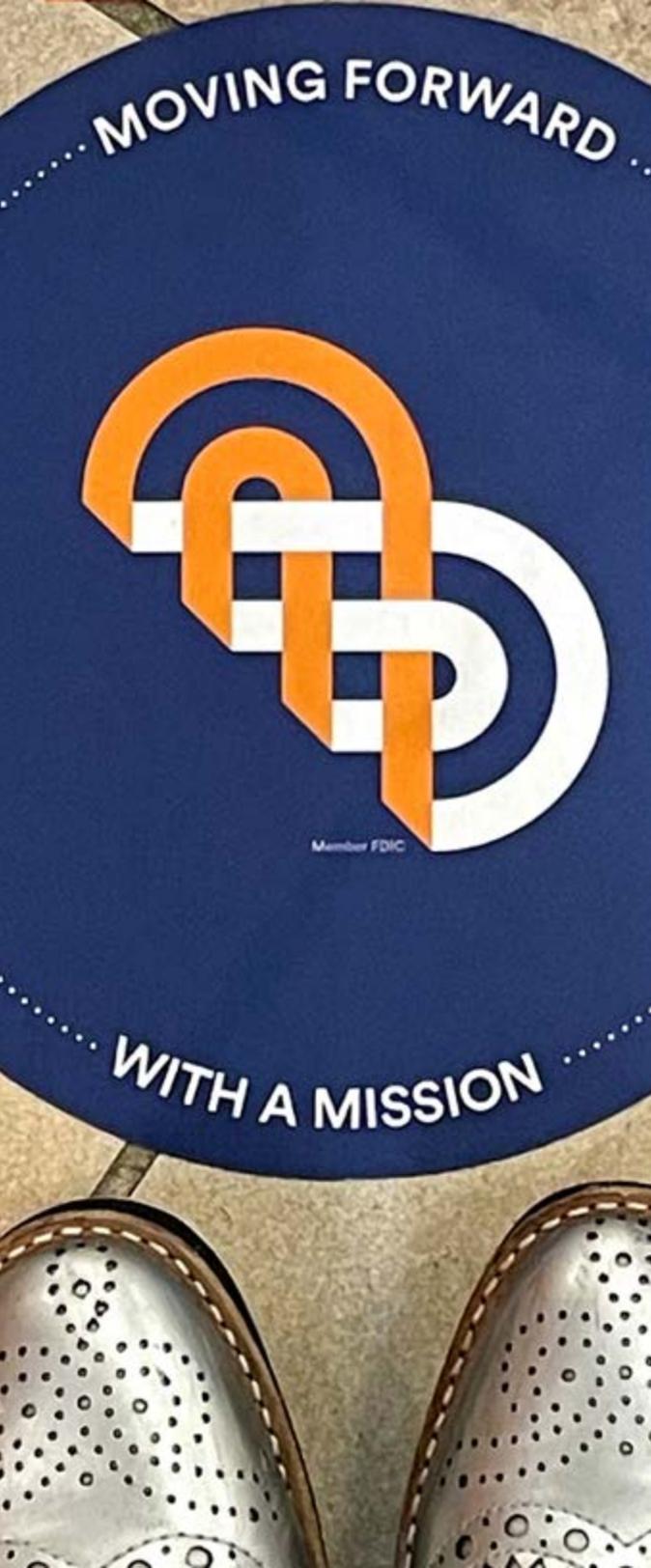
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A UNIQUE HERITAGE

Amalgamated Bank was formed in 1923 by the Amalgamated Clothing Workers of America to support the union’s working immigrant families. Since then, Amalgamated has pioneered new programs and financial products that provide access to banking regardless of people’s socioeconomic status. Founded on the tenets of affordability and accessibility in banking, Amalgamated serves the greater good to this day. As America’s socially responsible bank, our goal is to be the go-to financial partner for individuals and organizations that strive to make a meaningful impact in our society and that care about their communities, the environment, and social and racial justice.

Amalgamated Financial Corp., a public benefit corporation (PBC), was formed in 2020 to serve as the holding company for Amalgamated Bank. As the first publicly traded financial services company to become a PBC, we are committed to consider the impact of our decisions on various factors beyond shareholder return, including the impact on workers, customers, suppliers, communities, the environment, and society. Amalgamated Bank and Amalgamated Financial Corp. are used interchangeably herein.



Formed: April 14, 1923
Headquarters: New York, N.Y.
Offices: New York City,
Washington, D.C.,
San Francisco and Boston
Employees: 375
Initial Public
Offering: August 2018
Nasdaq: AMAL

**AMALGAMATED IS THE COUNTRY'S
LARGEST B CORP® CERTIFIED BANK**

Certified



Corporation

We have been a certified B Corp® since January 2017. B Corp® certification is the only one of its kind, comprehensively measuring a company's social and environmental performance,

transparency, and accountability. In 2019, our B Impact Score rose from 87 to 115 (the minimum score for certification is 80), further underscoring our commitment to reducing inequality, lowering levels of poverty, creating a healthier environment, building strong communities, and creating high-quality jobs that promote dignity and purpose. We look forward to continually improving our performance against B Corp® criteria and will be reporting our updated B Impact Score in the year ahead.

OUR MISSION

To be America's socially responsible bank empowering organizations and individuals to advance positive social change.

OUR VISION

Banking that furthers economic, social, racial, and environmental justice.

OUR VALUES

Integrity
Passion
Collaboration
Responsibility
Inclusion
Equity
Proactivity
Service

LETTER FROM THE CEO



“What has been very clear to me in my first year at Amalgamated is that we are able to grow without compromising our history or our values, and indeed it is that grounding in purpose that can fuel our capacity for more in the future.”

I joined Amalgamated Bank in June of 2021, filled with enthusiasm for the mission of this storied institution and excited by the opportunity to serve Amalgamated Bank and its community.

In presenting our annual Corporate Social Responsibility Report to you, my hope is that it will give you a sense not only of the impact we had over the last year, but also that it will give you a picture into our strategy for impact in the future. You will see in these pages some of the many team members who left their imprint on who we are and guided how we execute our mission.

We ended last year a bigger and stronger institution. We are proud of that growth and particularly proud of what it means in terms of our ability to grow our impact. As a bigger bank we can deliver more for climate justice, more for a fair and just economy, and more for racial and gender inequality. In my first year at Amalgamated, it has become clear to me that we are able to grow without compromising our history or our values, and by grounding everyday work in our purpose, we can fuel our capacity for more in the future.

I know this value proposition is true from what I have learned from team members and clients since joining the bank. Across the board I have seen a deep commitment to who we are, how we serve, and how we can expand and grow together. It might be a strange thing to say for a 99-year-old institution, but it feels like we are just getting started.

Thank you for all you do as allies and partners.

A handwritten signature in black ink, appearing to read 'Priscilla Sims Brown'. The signature is fluid and cursive, written over a white background.

Priscilla Sims Brown
President & CEO

LETTER FROM THE CHIEF SUSTAINABILITY OFFICER

Organization. Collective action. A compelling case, clear objectives, and an inclusive theory of change. That is how people come together to make the world a better place and the source of power in democratic social movement.

At Amalgamated Bank we have the great opportunity to organize and align money with movements fighting for a better society. We support labor unions and organizations working for a just and fair economy. We work with the organizations that are defending access to abortions and for women's equality in the workplace. We lift the voices fighting racism and systemic racism and fund the new economy that undoes the racial wealth gap. And we provide money for the solutions we need to solve the climate crisis.

This unique role of finance to tackle critical issues is not isolated to our Corporate Social Responsibility work or our approach to traditional Environmental, Social, and Governance management. It is central to everything we do and supported by every team member and every part of the bank.

As we grow our capacity to serve this mission, it's critical that this pursuit of impact and commitment to our values is woven into all aspects of our strategy and operations. When we measure and report on our work through metrics and reporting frameworks, it's easy to lose sight of the infinite contributions along the way. Each client served, each loan delivered, and each back-office transaction or regulatory report filed adds up to what we accomplish together.

Within these pages we hope you will see the impact and power of collective action for a better world as told by a bank that knows how money can serve a greater purpose.

Thank you for every part you play in this pursuit.



Ivan Frishberg
Chief Sustainability Officer



“At Amalgamated we have the great opportunity to organize and align money with movements fighting for a better society.”

2021 HIGHLIGHTS



LENDING AND INVESTMENTS HIGHLIGHTS

- Our portfolio grew to \$4.3 billion in assets while maintaining full alignment with our mission and lending requirements.
- We consider 62% of our portfolio to be in areas of high impact.¹
- Our Climate Solutions lending practice grew to represent 32% of our entire lending and balance-sheet investment portfolio, up from 23.1% last year.



SOCIAL HIGHLIGHTS

- Formalized our diversity, equity, and inclusion (DEI) action plan and received executive approval for implementation.
- Achieved 100% on HRC Corporate Equality Index for the second year in a row.
- Improved gender representation by 11% for executive management and 10% for senior management compared to 2020.
- Improved racial and ethnic representation by 11% for executive management and senior management compared to 2020.
- Maintained a workforce that identify as 60% women and 60% people of color.



ENVIRONMENTAL HIGHLIGHTS

- Published our Net Zero Climate Targets, validated by Science Based Targets initiative (SBTi), becoming the first U.S. bank to do so.
- Published our second PCAF disclosure and third year of emissions reporting, including new asset classes.
- Achieved 100% renewable-energy use in direct operations and net zero operations for the fifth year in a row.
- We continued to expand our solar project lending portfolio and PACE financing programs, enhancing the climate benefits of our lending practices.

[†] Information about the Bank's financial performance is available in our quarterly earnings materials, as well as quarterly and annual reports on Form 10-Q and Form 10-K.

¹ Amalgamated considers all lending to be in areas of high impact with the exception of the following categories: Residential Mortgages, Commercial Real Estate, Multifamily Housing, Land & Development, and Other.

2021 HIGHLIGHTS



GOVERNANCE HIGHLIGHTS

- Enhanced Board gender diversity by about 10%.
 - Achieved 43% female board member representation.
 - Achieved 29% racial/ethnic minority board member representation.



ADVOCACY HIGHLIGHTS

- We supported commitments, proposals, and other initiatives at the federal and local levels on the topics of voting rights, racial justice, women's rights, LGBTQ+ rights, climate justice, workers' rights, and ESG investments.



INVESTMENT MANAGEMENT HIGHLIGHTS

- We launched ResponsiFunds, a suite of environmental, social, and governance themed investment products.
- We engaged companies on the topics of net zero emissions, diversity, equity, and inclusion, and weaponized misinformation on social media.

STAKEHOLDER ENGAGEMENT

Our corporate culture fosters an open dialogue across our stakeholder groups, facilitated by both formal and informal channels for communication and engagement. We believe in thoughtful engagement with our various stakeholders, regularly discussing the issues that matter most to them.

STAKEHOLDER

ENGAGEMENT SUMMARY

EMPLOYEES

- Employees and managers review goals, accomplishments, and performance on an annual basis.
- Engagement surveys are conducted and allow us to identify areas of strength and opportunities for improvement to ensure continued satisfaction and retention of our employees.
- CEO-led Town Hall-style meetings are held periodically with our employees, covering topics such as business strategy and outlook, the competitive landscape, and emerging industry trends, and include a question-and-answer session with management.
- We offer a comprehensive compensation and benefits package to attract and retain talent that includes health insurance, defined pension, savings plans, employee development programs, career advancement opportunities, and a focus on preserving a work-life balance.
- We conduct pulse surveys to assess employee engagement, well-being, and inclusion.

CUSTOMERS & COMMUNITIES

- We offer several products and services that emphasize social responsibility, including lending for affordable housing, fossil fuel free investment portfolios, green lending, financing for community development financial institutions, lending to minority-owned businesses, and debit-card options that allow for money to be donated to charities, among others.
- We strengthen communities by offering innovative and affordable solutions to address specific banking and credit needs.
- We offer a wide variety of free financial education classes focusing on basic banking, debt reduction, understanding credit, savings, and investments.



STAKEHOLDER ENGAGEMENT

STAKEHOLDER	ENGAGEMENT SUMMARY
SHAREHOLDERS	<ul style="list-style-type: none">• The Bank communicates through our Annual Report and Proxy Statement, Securities and Exchange Commission filings, press releases, and the Bank’s website. In addition, we engage with shareholders through quarterly earnings calls, investor meetings and conferences, annual shareholder meetings and other forums, etc.
INDUSTRY ALLIANCES & AFFILIATIONS	<ul style="list-style-type: none">• We have strong relationships with industry groups that share our CSR beliefs, and seek to align ourselves with partners who want to advance social and environmental change.• We work jointly with others in our industry to maximize our combined impact on topics including climate change, financial inclusion, immigrant rights, LGBTQ+ rights, gun safety, workers’ rights, diversity, and community development.
UNIONIZED LABOR	<ul style="list-style-type: none">• Workers United, which is Amalgamated Clothing Workers of America’s successor, remains our largest stockholder, with 41% of our equity as of December 31, 2020.• Currently, three of our directors hold positions with Workers United and we regularly engage with the union on topics including workers’ rights, retirement security, and workplace safety.• 25% of our employees are unionized labor, all of whom are covered by a collective bargaining agreement. The majority are covered by an agreement with the Office and Professional Employees International Union, Local 153, AFL-CIO. The remainder are covered by the Service Employees International Union, 32BJ. We consider our relationship with our employees to be good.



FEATURED MEMBERSHIPS

Here are just a few associations and memberships that we are proud to be a part of:

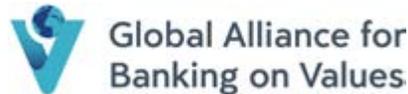


WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office



Principles for Responsible Banking



RACE TO ZERO



GLASGOW FINANCIAL ALLIANCE FOR NET ZERO

Net-Zero Banking Alliance

We are committed to collaborating with groups and organizations that share our values. We believe these partnerships not only bring rigor and structure to addressing society's greatest challenges but are critical to our mission and values. Amalgamated Bank is a member of several leading organizations that are working to leverage business for social impact.



OUR PRODUCTS

Our core products of lending, investment, and treasury management serve mission-based clients across a range of impact segments and often serve their bespoke needs. Here are just a few of the products we offer clients to align their finances with their values.

PAYCHECK PROTECTION PROGRAM (PPP) LOAN LENDING

The Paycheck Protection Program was implemented through the Small Business Association in 2020 to provide a direct incentive for small businesses to keep their workers on the payroll during the COVID pandemic. The program provided for forgiveness of the PPP Loan in full if business owners met certain employee retention criteria and used the funds for eligible expenses.

Amalgamated Bank enrolled as a participating PPP Loan lender in late 2021 after directing customers to other providers during 2020. Amalgamated successfully made 221 PPP loans to small businesses totaling over \$47 million. Through March 2022, all but 29 have been forgiven in full. The remaining loans have either not started their forgiveness application or are in the process of applying for forgiveness.

NYC KIDS RISE SAVE FOR COLLEGE PROGRAM

The NYC Kids RISE Save for College Program provides families, schools, and communities with a way to work together to save for children's futures. It's a scholarship and savings program designed to make college and career training more accessible and achievable for NYC public school students, starting in kindergarten — regardless of their family's income or immigration status.

Amalgamated works with NYC Kids RISE to help families develop their own savings accounts by matching the upfront seed money provided by Kids RISE. The Save for College Program enables the Bank to work together to build assets and support expectations of educational and economic success.



OUR PRODUCTS

FIRST-TIME HOME BUYERS PROGRAM

Amalgamated Bank supports first-time home buyers with a common-sense approach to help customers get the best loan for the best value. The program provides competitive interest rates and no hidden fees, no high-cost loans or predatory lending, an easy online application process, and a licensed mortgage loan officer to help applicants. The program is available for up to ½% rate discounts on First-Time Home Buyer adjustable-rate or fixed-rate mortgages. It is available only to qualified first-time home buyers whose income is at or below 80% of the Median Family Income by county, as established by the Federal Financial Institutions Examination Council (FFIEC), or to buyers of any income who purchase homes in low- or moderate-income locations, as established by the FFIEC. Eligible properties include single-family homes, 2- to 4-unit properties, condos, and co-ops.

FOSSIL FUEL FREE PORTFOLIO

Amalgamated Investment Services provides individuals and organizations with the opportunity to invest in a manner aligned with their values. We provide Fossil Fuel Free Portfolios, as well as ESG-screened customized investment management options for investors of all sizes. Our team has the capability of helping both individuals and organizations in matters such as cash flow or retirement planning, as well as endowment creation and management. We have built our investment philosophy to incorporate companies that are leading the effort to do right by society, pushing those in the middle to improve their practices, and divesting from the worst corporate actors. As of December 31, 2021, the assets under management of these portfolios totaled \$42.1 million.



OUR PRODUCTS

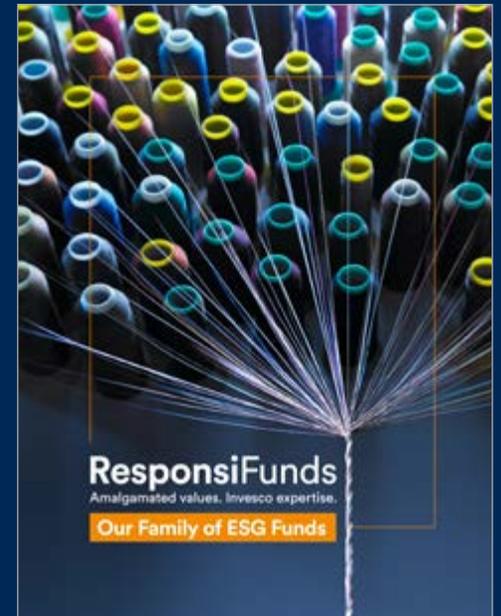
DONATE THE CHANGE

At Amalgamated Bank, we believe in everyday banking that makes a difference. With our Donate the Change® program, customers can open a checking account and Amalgamated Bank will make a donation to a socially responsible organization whenever you use your debit card (10 cents for every qualifying purchase of \$10 or more). Our featured organization is the Women's National Basketball Players Association (WNBPA) Social Impact Fund. This fund supports organizations with social, racial, economic, and gender justice issues, including New Georgia Project, Black Voters Matter, Sister Song, G.L.I.T.S., National Council of Negro Women, and Transgender Legal Defense & Education Fund.

RESPONSIFUNDS

Amalgamated Bank provides institutional-grade ESG investments via our ResponsiFunds portfolio, a suite of ESG funds designed to align investment and growth goals with organizational values. Established in conjunction with Invesco, the socially responsible funds were developed to meet this crucial ESG juncture.

The importance of social, climate, and gender equity in building a more just, sustainable, and inclusive future has never been clearer, and as a nearly 100-year-old socially responsible bank, we know that one-note product solutions are no longer sufficient. By utilizing proprietary screening methods from leading industry experts like CDP, Equileap, and JUST Capital, ResponsiFunds screen to exclude private prisons, pipelines, weapons, oil sands, coal, tobacco, UN Global Compact noncompliant companies, Carbon Underground 200™, and more, while also including companies with high ESG metrics.



OUR PEOPLE, OUR IMPACT

LANCE ZAREMBA

Deputy Chief Credit Risk Officer

“Amalgamated Bank found its stride over the last few years by focusing on its mission, and we wouldn’t be looking at the same growth trajectory without that purpose.”



Deputy Chief Credit Risk Officer Lance Zaremba joined Amalgamated Bank in 2015 with over 20 years of commercial lending experience. With a background in underwriting and portfolio management, Lance observed that “Amalgamated Bank was searching for a greater purpose.” The Bank responded by sharpening its focus on acquiring and developing talent. According to Lance, “This process gave us ready-to-go expertise in mission-aligned lending that really took off once we de-emphasized our legacy-loan portfolio.”

Lance is frank when it comes to mission: “I’m a credit and numbers guy. At the outset my goal was to get our leveraged and indirect portfolio down — from \$600 million to about \$50 million now — and push bankers to source high-quality loans from direct lending relationships.” Acquiring

expertise from key hires in the solar industry and community development financial institutions gave the bank the edge it needed to hit the target Lance envisioned. “Ideally you want relationship managers to be experts at lending into a sector. That is the perfect situation, and it is hard to do. Today, Amalgamated Bank not only has the expertise, but also the ladders that turn new bankers into experts. That’s our defensible economic moat and it’s how we empower organizations and individuals to advance positive change.”

Being past the learning curve also means Amalgamated Bank is a known entity and trusted partner. “Clients know we can deliver. Our track record plus our in-house expertise plus our knowledge of policy in the solar lending space means we are trusted to deliver on deals,” Lance said.

“That’s a radical departure from where we were just seven years ago and is completely derived from our focus on our purpose to be America’s socially responsible bank.”

At this point, the bank’s mission and its numbers have fully combined in Lance’s mind. “Amalgamated Bank found its stride over the last few years by focusing on its mission, and we wouldn’t be looking at the same growth trajectory without that greater purpose. At the same time, our deep understanding of the specific drivers of credit risk coupled with industry expertise means we underwrite smart loans. Focusing on fundamentals means we can be a trusted partner in the clean-energy finance revolution that’s underway and sorely needed to stem the worst outcomes of global climate change.”

LENDING

An aerial photograph of a dense urban neighborhood, likely in New York City, featuring numerous multi-story brick apartment buildings. The buildings are arranged in a grid-like pattern, with many windows and fire escapes visible. The word "LENDING" is overlaid in large, white, sans-serif capital letters across the upper portion of the image.

LENDING AND INVESTMENTS HIGHLIGHTS*

As America's socially responsible bank, our lending portfolio is our greatest source of impact. In 2021, we continued to grow our lending portfolio while fully aligning our practices with our values.

\$4.3B

Our portfolio grew to \$4.3B in assets and securities while maintaining full alignment with our mission and lending and balance sheet requirements.

62%

We consider 62% of our lending portfolio to be in areas of high impact.^{1,2}

32%

Our Climate Solutions lending practice grew to represent 32% of our entire lending portfolio, up from 23.1% last year.

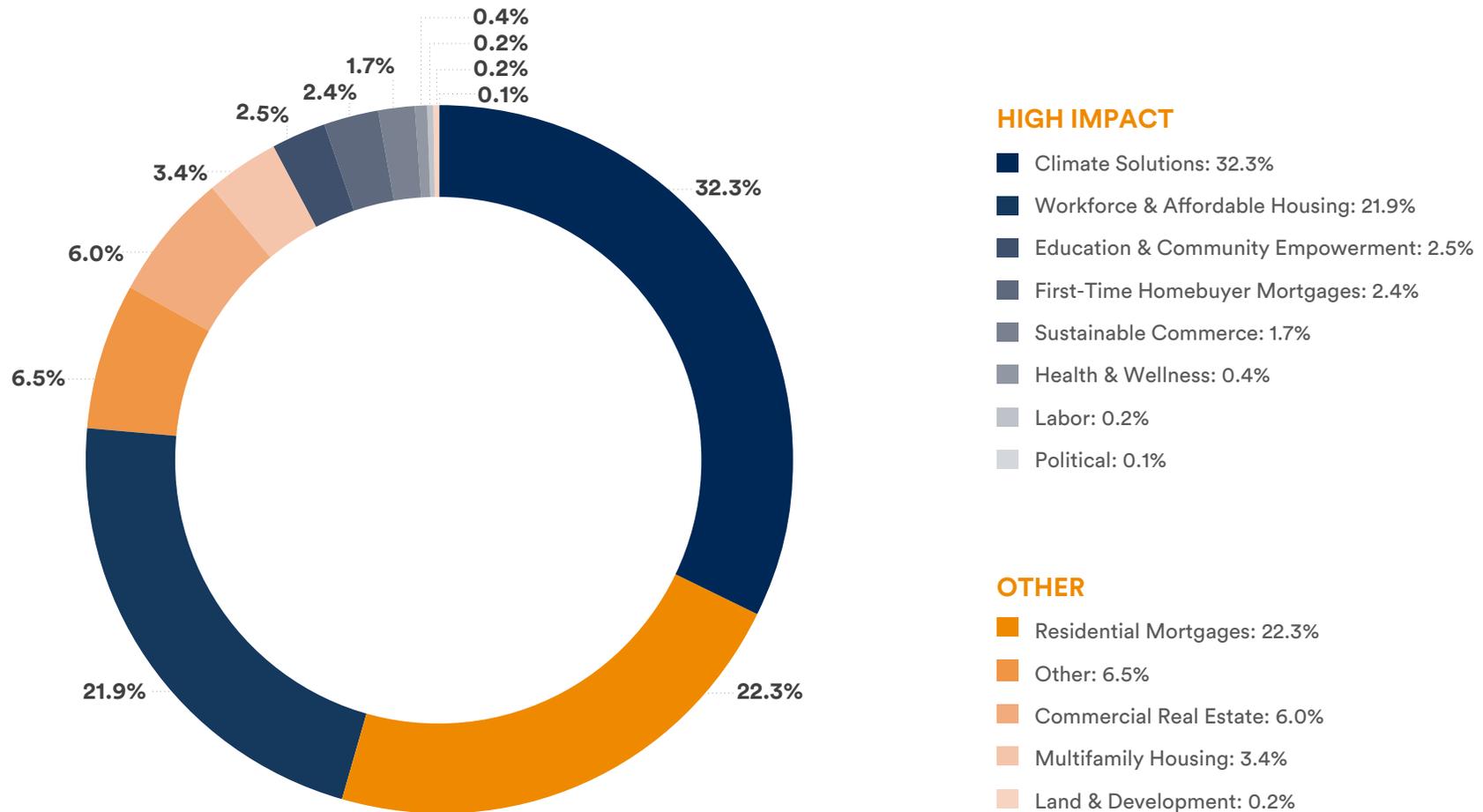
* Investments includes select impact securities that relate to pace and Community Reinvestment Act lending.

¹ See page 19 for details.

² Amalgamated considers all lending to be in areas of high impact with the exception of the following categories: Residential Mortgages, Commercial Real Estate, Multifamily Housing, Land & Development, and Other.

LENDING AND INVESTMENTS DATA*

2021 LENDING AND INVESTMENTS BENCHMARK: 100% Mission Aligned and 62% High Impact¹



* Investments includes select impact securities that relate to PACE and Community Reinvestment Act lending.

¹ Amalgamated considers all lending to be in areas of high impact with the exception of the following categories: Residential Mortgages, Commercial Real Estate, Multifamily Housing, Land & Development, and Other.

ESG CREDIT & LOAN STANDARDS

When we choose which companies to lend money to, we not only consider financial and other risk factors, but also how the various companies safeguard the environment, advance social justice, and employ good corporate governance. We believe that this approach is not only a smart way to manage risk but also a rigorous method to achieve our values. Within the framework of our corporate social responsibility and sustainability policies, we analyze the environmental and social risks of all loans.

The following are examples of criteria for areas where we choose not to lend. As an overall guiding principle, Amalgamated Bank does not lend to companies that are incongruent with our mission. To read our full standard, please find a copy linked here.

AMALGAMATED BANK'S LENDING POLICY RESTRICTIONS



OUR PEOPLE, OUR IMPACT

MOLLY CULHANE

SVP, National Director of Political Banking
and Mid-Atlantic Regional Director

“I’m passionate about closing the racial wealth gap, workers’ rights, and the empowerment of women, as well as solving for climate change.”



Molly Culhane exemplifies leadership at Amalgamated Bank. As Mid-Atlantic Regional Director for Commercial Banking, she worked tirelessly with her team to build the bank’s capacity to serve a diverse set of clients including organized labor, foundations, community development organizations, and sustainable businesses. Before joining Amalgamated Bank, Molly served as the Chief of Operations for the Office of Administration in the President’s Executive Office in the Obama administration at the White House. She felt a position at Amalgamated would allow her to support the causes she is passionate about by providing them with exemplary financial services.

Molly’s political background gave her the experience and skill to work to achieve this

vision. Her clients include the Democratic Senatorial Campaign Committee, the Democratic National Committee, and high-level Political Action Committees affiliated with President Joe Biden, Vice President Kamala Harris, and Speaker Nancy Pelosi. While leading political banking’s explosive growth, Molly has also made time to empower girls and women by volunteering with 50/50 Women on Boards, the International Women’s Forum, and Wrestle Like a Girl.

“I became passionate about the advancement of women after watching my mom, a single parent, become a first-generation college graduate.” She witnessed first-hand that the route to women’s advancement wasn’t easy and required persistence. “As a child, I

realized early on that life wasn’t always fair for women after seeing my mom fight to get accepted into university on a mathematics scholarship because she was a woman.” After seeing her mom fight for her education, Molly knew that she would never settle for “no” or stay quiet about the injustices that hold women back.

ENVIRONMENTAL LEADERSHIP

A scenic view of a mountain range with solar panels on a roof in the foreground. The image shows a grey metal roof with several black solar panels installed. In the background, there are lush green mountains under a blue sky with white clouds. A stone chimney is visible on the right side of the roof.

PHOTO CREDIT: SOLAR HOLLER

OUR CLIENTS IN ACTION



Solar Holler was founded with the mission to make clean energy affordable, to rebuild the Appalachian economy, and to spread the benefits of clean energy to those who need it most. By providing innovative financing solutions for solar projects, as well as solar training programs, a union workforce, and apprenticeships, Solar Holler is paving the way for economic justice for both the people of Appalachia and the environment.

“Mission alignment was important,” said Jessica Edgerly Walsh, Director of Marketing, “but because solar is so small in central Appalachia, local banks don’t really understand our business. Working with Amalgamated has been great because solar is what you all know. Our line of credit with Amalgamated is scaled properly to our business and recognizes the queue of projects contracted and awaiting installation. Up until now, we’d been working with smaller lines of credit, and we were making it work. But now, with a bit more credit, we can make smarter decisions and negotiate better bulk purchase deals.”

ENVIRONMENTAL HIGHLIGHTS

In 2021, we continued our tradition of environmental leadership by being at the forefront of climate action for the banking community. We continued to drive progress in quantifying the climate impact of our financing, managing our operational emissions, and setting strategy to accelerate the change to a climate-safe future. We are proud to share some of the key highlights from this year:



We became the first U.S. bank to set a net zero climate target and to have those targets approved by the Science Based Targets initiative (SBTi).



We published our second Partnership for Carbon Accounting Financials (PCAF) disclosure with enhanced asset class details.



We achieved net zero operations through our strategic purchase of renewable energy and carbon offsets for the fifth year in a row.



We continued to expand our solar project lending portfolio and PACE financing programs, enhancing the climate benefits of our lending practices.

NET ZERO CLIMATE TARGETS

As part of our commitment to climate action, we take a serious approach to climate-science-aligned target setting. In October 2021, Amalgamated Bank announced formal targets to achieve 49% reductions in 2030 and net zero greenhouse gas emissions in its financing and operations by 2045 — five years ahead of the 2050 global deadline for net zero emissions, as stated by the UN Intergovernmental Panel on Climate Change. We were the first U.S. bank to set full portfolio targets under the guidelines of the UN Net Zero Banking Alliance.

“Our Net Zero Climate Targets Report outlines our plan for how we expect to build and align with a climate-safe future. The foundation of this work is a plan to measure our impact, to set targets that guide our business and the impact we have in the world, and to be transparent about what this will mean. Our climate work is technical and strategic, but it also honors the heritage of those who work for the future. We are excited to embark on this work, engage with clients to realize our goals, and communicate our progress to our valued stakeholders.”

Ivan Frishberg
Chief Sustainability Officer

Target Highlights

Amalgamated Bank’s detailed plan to achieve net zero emissions by 2045 without the use of portfolio or client level offsets

Intermediate 2030 emissions reduction goals for each of the Bank’s emissions categories

Policy and client engagement strategies to enable faster decarbonization

Intermediate 2030 goals to scale climate solutions and long-term goals for financed emissions removals

“Climate finance requires a global movement, which is why Amalgamated Bank has taken significant action by leading global economic initiatives and investments in sustainability,”

Priscilla Sims Brown
President and CEO of Amalgamated Bank

OUR CLIMATE TARGETS

As a financial institution, our climate targets are calculated based on our financed (Scope 3) as well as our direct (Scope 1 & 2) emissions. Specifically, these emissions categories are:

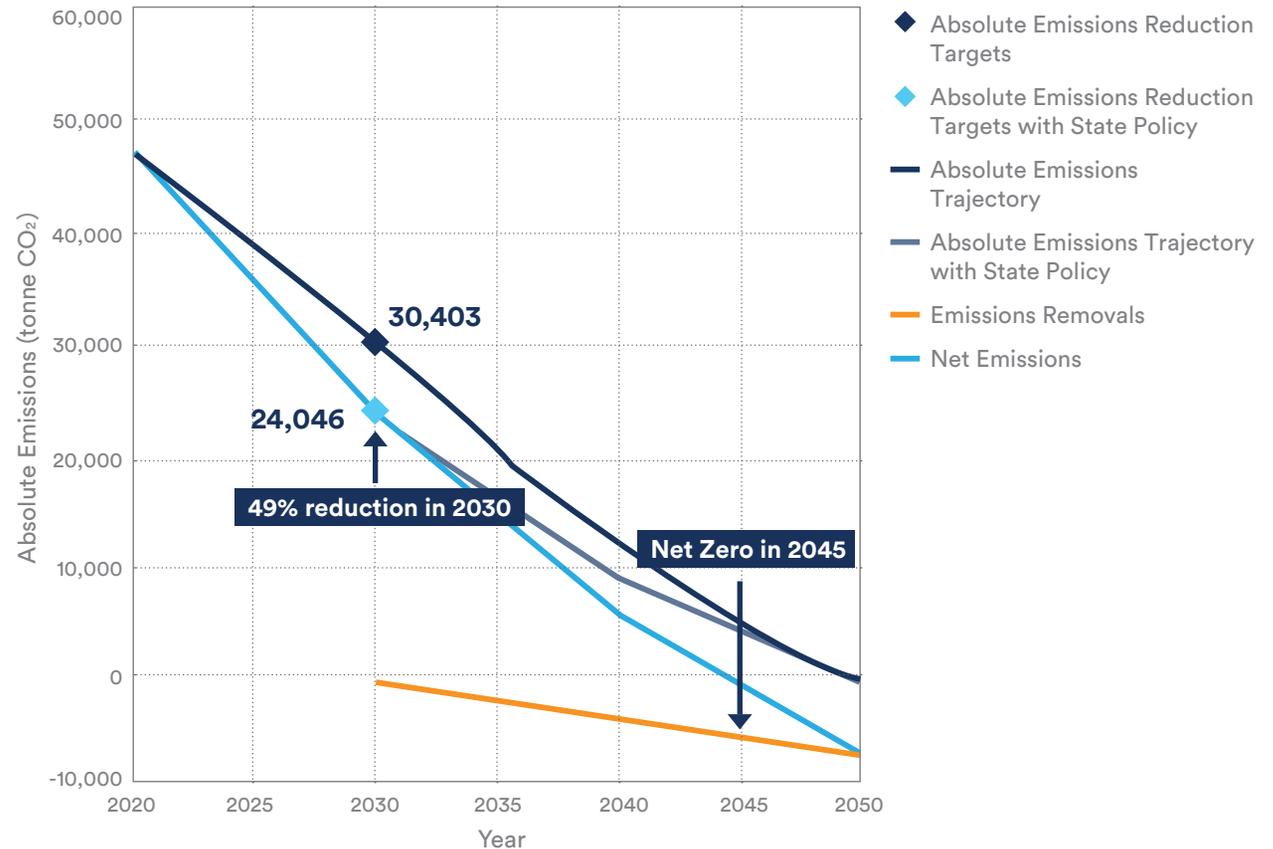
- Financed Emissions
- Commercial Real Estate
- Multifamily Housing
- Mortgages
- Business Loans (i.e., project financing)

To set science-based targets, companies are required to select a baseline year for emissions reductions. We set our baseline emissions for 2020, as this was the latest PCAF data we had available at the time the targets were set.

For each of our emissions categories, we modeled relevant decarbonization strategies and policies to build a pathway model for net zero emissions. These methods and assumptions follow the guidance established by the Science Based Targets initiative and the UN Collective Commitment on Climate Action as adopted by the UN-convened Net Zero Banking Alliance.

[A link to our Net Zero Report can be found here.](#)

ABSOLUTE EMISSIONS REDUCTION TARGETS



The chart above details the results of our modeling. Note that there are multiple pathways included in our analysis. The top line, titled “Absolute Emissions Trajectory”, is an analysis of the average annual decline across our emissions categories needed to reach a 2050 net zero ambition. “Absolute Emissions Trajectory with State Policy” is an analysis inclusive of state regulations material to our portfolio that have a high degree of certainty to drive further decarbonization for our emissions categories. Starting in 2030, we have also modeled “emissions removals” as a third pathway in our analysis. The final line, titled “Net Emissions”, is the resulting average decline based on the “Absolute Emissions Trajectory with State Policy” and the “Emissions Removals” pathways. This line is the pathway guiding our overall climate ambition and targets.

AMALGAMATED FINANCIAL AT COP26

The United Nations 21st Climate Change Conference in Glasgow, Scotland, last year was the Olympic Games of climate negotiations and commitments. Known as COP26 for short, the 2021 event saw more participation than ever before, with 25,000 delegates from 200 countries, the private sector, nonprofits, and a few hundred thousand activists in attendance (plus a lot of security). The proverbial Olympic torch, meaning ideas for victory over climate change, passed between seemingly infinite events ranging from national commitments to reducing emissions and finance pledges for developing economies, to side agreements among nations on curbing fossil fuels or methane emissions. Just like the Olympic Games, the hard work is done up front, and only the final push and medal ceremony happen at the event.

WHAT DOES ALL THIS HAVE TO DO WITH AMALGAMATED BANK?

Amalgamated Bank was already serious about cutting emissions when we committed to the Paris Climate Agreement in 2016. From that commitment, we set out to do what all banks should be doing now: measuring and managing our loan portfolios to reduce emissions and help us all meet our climate goals. We also put in place policies against financing fossil fuel infrastructure and worked in collaboration with our peers to build a framework for how all banks could be fully aligned climate partners.

Starting in 2019, we led a small coalition of banks and investment firms to develop a global standard for measuring financed emissions. That coalition is now more

than 250 financial institutions with more than \$70 trillion in assets. We worked with the United Nations to develop guidelines that mean when setting climate targets, committed banks are now all working from the same blueprint on how to do that work. Those guidelines were central to the founding of the UN-convened Net Zero Banking Alliance.

THAT WAS HOW WE TRAINED FOR THE GLOBAL EVENT.

We were part of the launch of the Glasgow Finance Alliance for Net Zero with our partners and colleagues at COP26. This is the broad finance-sector commitment to put the industry on a path for collective decarbonization and sent the signal to policymakers that the money was lined up to facilitate change.

Amalgamated Bank also stepped forward on the eve of the summit and delivered the details of our climate targets, with discrete targets for each asset class in our portfolio, cutting our absolute emissions by 49% by 2030, and getting to zero emissions in 2045. All of that, plus learning from and empowering activists, was our contribution to a COP that took some big steps forward in the fight for climate solutions and clearly marked expectations for the next climate Olympics.

THE PARTNERSHIP FOR CARBON ACCOUNTING FINANCIALS (PCAF)



The Partnership for Carbon Accounting Financials (PCAF) is a coalition of values-based financial institutions, standard-setting organizations, and leading climate groups that have worked over the last six years to apply best practices in carbon accounting to the financial industry. Culminating with a global standard in November 2020, the first edition of the Global GHG Accounting and Reporting Standard for the Financial Industry gives precise instructions for how financial institutions can quantify and report their emissions. With this methodology complete, there is now a pathway for financial institutions to quantify their full Scope 1, Scope 2, and Scope 3 emissions, identify means to reduce their emissions, set goals, and ultimately align their businesses with a livable future and net zero emissions by 2050, as identified by the UN IPCC and the Paris Climate Agreement.

In our second year of PCAF reporting, we are pleased to include a new asset class, which measures our total assets under management.

2021 PCAF RESULTS

Now in our third year of financed emissions disclosures, Amalgamated Bank's investment into the PCAF standard for measuring and disclosing emissions has had a significant impact on not only our progress on sustainability, but also on the industry around us.

- PCAF is now used by more than 280 financial institutions with more than \$76 trillion in assets.
- PCAF is recommended by the Taskforce on Climate Related Financial Disclosures and the proposed sustainability disclosures from the International Sustainability Standards Board (ISSB).
- PCAF is widely accepted as the standard for disclosing absolute financed emissions as required by the UN-convened Net Zero Banking Alliance.

Our work with PCAF has also played a central role in our climate target setting. We used our 2020 emissions disclosure and analysis as the baseline for the Net Zero Targets Report we published in October 2021. Amalgamated was the first U.S. bank to commit to the Science Based Targets initiative (SBTi), and the first to have targets validated.

2021 DISCLOSURE

This year we report total Scope 1 and 2 absolute emissions of our clients as 28,391 tons of CO₂e. This is down slightly from 47,410 in 2020. Our avoided emissions increased significantly from 107,395 in 2020 to 172,345 tons in 2021. This reflects the growth in our climate solutions portfolio from 23% of total portfolio to 32%.

Our avoided emissions are now more than three times greater than our total absolute financed emissions. Accordingly, our total portfolio emissions intensity has dropped to an industry-leading 8.3 tCO₂e/M\$ for client Scope 1 and 2, and 4.4 TCO₂e/M\$ for client Scope 3.



COMPLETENESS

Our 2021 inventories cover 81.6% of the full portfolio. This is a reduction from 2020, primarily due to portions of the securities and PACE portfolio having insufficient data to calculate an avoided emissions estimate.

CONSISTENCY

Our 2021 inventories use the same methodology and operational boundaries as 2019 and 2020, but with advances in the quality of data it may not always be possible to make full comparisons.

RELEVANCE

Our 2021 inventories appropriately reflect the GHG emissions of our company and serve to inform decision-making for our internal climate strategy and for our stakeholders.

ACCURACY

Our 2021 inventories follow the PCAF Global methodology. As far as can be judged by us and by our partners, our quantification of GHG emissions is systematically neither over nor under actual emissions, and furthermore uncertainties have been reduced as far as practicable.

RECOGNITION

Our 2021 inventories used the Financial Control approach.

TRANSPARENCY

Our 2021 inventories have no significant assumptions that deviate from the 2020 PCAF Global standard. Key assumptions that were made in the analysis include the following:

DATA QUALITY

The PCAF 2019 North America uses a system to quantify the quality of data used. The scale is 1 to 5, 1 being the best. Data quality is assessed on accuracy, precision, and usefulness in determining associated emissions of that activity. In our first PCAF disclosure, Amalgamated Bank had a range of data quality scores with a portfolio average of 4.8. Our primary goal in our first year was to maximize our portfolio reporting, resulting in the close to 100% coverage in our first year. This required use of data that was categorized as lower quality. For 2021 we have made advances in data quality and achieved a data quality score of 4.3.

Amalgamated Bank used the same methodology and assumptions to analyze emissions for business loans and project finance in 2021 compared to 2020. Specifically:

- For business loans we used PCAF emission factors based on the industry NAICS code, which corresponds to a data quality score 5.
- For project finance we went through the loan documents to identify the projected energy generation through our renewables portfolio, and energy savings through our energy efficiency lending. The projected energy generation and energy efficiency savings were determined by a third-party energy auditor. This corresponds to a data quality score 2. For a number of loans we had data for the installed capacity, but we didn't have projected electricity generation. For these loans we applied localized capacity factors to calculate electricity generation. This corresponds to a data quality score 3.
- For residential solar loans, commercial PACE, residential PACE and solar securities, we did not have projected energy generation or installed capacity. Instead, we estimated the installed capacity assuming costs of solar are \$3,000/KW.^{1,2} We then calculated localized solar generation using the PV Performance Tool from the European Union.³ This corresponds to data quality score 5.

This was the first year we analyzed the emissions associated with our equity and bond portfolios managed by Invesco. The emissions associated with the organizations included in our portfolios were pulled from CDP, company sustainability or annual reports, or modeled. Third party verified emissions get a PCAF data score of 1, whereas unverified or modeled emissions receive a score 2. We were unable to determine if emissions had been verified, therefore we conservatively assigned data quality score 2 to our portfolios managed by Invesco.

¹ <https://modernize.com/solar/panel-cost-calculator#:~:text=home%20and%20the%20price%20per,before%20tax%20credits%20or%20discounts>

² <https://news.energysage.com/10kw-solar-systems-compare-prices-installers/>

³ <https://ec.europa.eu/jrc/en/pvgis>

OTHER NOTES

- The financed emissions associated with Amalgamated Bank's mortgages portfolio are higher in 2021 compared to 2020. This increase can be attributed for a large part to using actual floor area data.
- The financed emissions for the multifamily asset class are lower in 2021 compared to 2020. This can in large part be explained by the reduced balance in multifamily loans of about \$150MM.
- The emissions for CRE are lower in 2021 compared to 2020, Amalgamated believes this is driven by changing the method to estimate emissions from a score 5 to a score 3. In addition, Amalgamated notes that due to COVID a lot of businesses were either closed or working on reduced hours.

In 2020 Amalgamated Bank used a score 5 data quality method using emission factors from the PCAF database to estimate the emissions associated with all real estate loans. To improve the data quality score in 2021, Amalgamated Bank worked with third-party data provider Dynamhex.⁴ Dynamhex has a proprietary model that estimates the scope 1 and scope 2 emissions for each lot in the United States. The model ingests various publicly available data for building size, age, material, orientation, occupancy and energy/fuel type for each building to predict building energy consumption. Dynamhex validated their model using customer bill data from a Mid-Atlantic utility to have an accuracy of +/- 2.7%.

The Dynamhex model estimates emissions by lot, as a result the model is appropriate for estimating emissions for an entire building, such as commercial real estate and single family detached homes, but it is currently not appropriate to estimate emissions at the attached multifamily, or apartment level. Therefore, Amalgamated Bank used emissions results from the Dynamhex model for the commercial real estate asset class, which is associated with a data quality score 3.

However, since a large share of Amalgamated Bank's residential real estate portfolio is for multifamily buildings and apartments, we believed the Dynamhex model was not suitable to use at this time. Therefore we continued to use PCAF emission factors associated with the residential real estate portfolio. One notable improvement we made was to use actual floor area for approximately half of our real estate loans from property tax records. For those loans we applied the more granular PCAF emissions factors based on the location, building type, and floor area associated with a data quality score of 4. For the remaining loans for which we weren't able to get floor area from property tax records, we continued to use emissions factors based on the location and building type, associated with a data quality score 5.

⁴ www.dynamhex.com

2021 PCAF RESULTS

ASSET CLASS	TOTAL CURRENT PRINCIPAL BALANCE	COVERED CURRENT PRINCIPAL BALANCE	PERCENT OF COVERAGE	SCOPE 1 (tCO2e)	SCOPE 2 (tCO2e)	SCOPE 1 PLUS SCOPE 2 (tCO2e)	SCOPE 3 (tCO2e)	AVOIDED EMISSIONS (tCO2e)	SCOPE 1 & 2 EMISSION INTENSITY (tCO2e/M\$)	SCOPE 3 EMISSION INTENSITY (tCO2e/M\$)	AVOIDED EMISSIONS INTENSITY (tCO2e/M\$)	DATA QUALITY SCORE
Mortgages	\$1,027,358,706	\$1,025,873,541	99.9%	5,755	5,055	10,810			10.5			4.5
Multifamily	789,039,919	778,416,996	98.7%	2,316	2,027	4,344	-		5.6			4.5
CRE	451,029,890	414,281,882	91.9%	4,232	1,779	6,011	-		14.5			3.0
Business Loans	411,303,307	411,303,240	100.0%	4,497	2,730	7,227	15,102		17.6	36.7		5.0
Residential Solar	327,346,054	327,346,054	100.0%	-	-	-	-	(48,398)			-147.9	5.0
Commercial Solar	214,737,808	194,237,220	90.5%					(73,592)			-378.9	2.2
Energy Efficiency	5,513,104	2,330,019	42.3%					(170)			-73.1	2.0
Securities	374,258,750	119,030,217	31.8%					(25,289)			-212.5	5.0
CPACE	168,922,895	48,222,051	28.5%					(5,538)			-114.8	5.0
RPACE	439,108,863	113,296,428	25.8%					(19,357)			-170.9	5.0
Project Finance	1,529,887,474	804,461,989	52.6%					(172,345)			-214.2	4.0
Total	\$4,208,619,297	\$3,434,337,648	81.6%	16,800	11,591	28,391	15,102	(172,345)	8.3	4.4	-50.2	4.3

2021 PCAF RESULTS

Assets Under Management: Institutional assets that are owned by clients and managed by Amalgamated

ASSET CLASS	TOTAL CURRENT PRINCIPAL BALANCE	COVERED CURRENT PRINCIPAL BALANCE	PERCENT OF COVERAGE	SCOPE 1 (tCO _{2e})	SCOPE 2 (tCO _{2e})	SCOPE 1 PLUS SCOPE 2 (tCO _{2e})	SCOPE 3 (tCO _{2e})	AVOIDED EMISSIONS (tCO _{2e})	SCOPE 1 & 2 EMISSION INTENSITY (tCO _{2e} /M\$)	SCOPE 3 EMISSION INTENSITY (tCO _{2e} /M\$)	AVOIDED EMISSIONS INTENSITY (tCO _{2e} /M\$)	DATA QUALITY SCORE
Equity	\$14,984,618,366	\$13,954,996,014	93.1%			475,475	1,573,173		34.1	112.7		2.0
Fixed Income	2,289,626,485	1,248,297,447	54.5%			22,195	78,384		17.8	62.8		2.0
Total	\$17,274,244,852	15,203,293,461	88%			497,670	1,651,556	0	32.7	108.6	0.0	2.0

GREENHOUSE GAS INVENTORY

A foundational action for Amalgamated Bank's climate commitments is maintaining net zero operations. For the fifth year in a row, we've succeeded in this commitment through our use of renewable energy in operations and offsets of the few emissions we do have, such as business travel and natural gas for heating. We are committed to transparently reporting our climate impacts from operations and the ways in which we achieve net zero operations. Following the GHG Protocol Corporate Accounting Standard, here are our 2021 GHG inventory results:

2021 GHG INVENTORY

Activity	Consumption	Unit	Emissions (TCO2e)	Percentage Total (%)
Scope 1: Direct GHG emissions			35.5	7.9%
Heat from natural gas	18,225.2	M3	35.5	7.9%
Scope 2: Indirect GHG emissions from purchased electricity, heat, and cooling			40.3	9.0%
Electricity, renewable	2,163.8	MWh	0.0	0.0%
Electricity, grid	97.7	MWh	40.3	9.0%
Scope 3: Other indirect GHG emissions			371.5	83.0%
Business travel			58.3	13.0%
Freight			0.7	0.2%
Employee commuting			37.1	8.3%
Production of energy carriers			156.2	34.9%
IT			79.8	17.8%
Data centers			–	0.0%
Paper use			17.2	3.9%
Waste			22.1	5.0%



PROPERTY ASSESSED CLEAN ENERGY (PACE) FINANCING

Amalgamated Bank is committed to pursuing innovative financing for climate solutions. Property Assessed Clean Energy (PACE) financing is a way for property owners to finance sustainable upgrades to their properties, including by installing solar panels, energy- and water-efficiency upgrades, electric vehicle charging stations, seismic strengthening, and storm-hardening improvements.

As a financing product, PACE opens the door for many more people to participate in achieving a net zero future. Homeowners who qualify for low-income energy efficiency funding offered through state programs and have credit scores that place conventional financing out of reach can use PACE financing to make critical improvements to their properties with no up-front costs.

Amalgamated Bank has also advocated for higher industry standards alongside efforts to expand access to PACE financing. In *PACE Nation*, a leading industry periodical, we called for 22 new consumer protections, including ability-to-pay testing and industry underwriting standards. The industry organization followed through and adopted all 22 recommendations. PACE financing is a better consumer product and climate solution as a result.

In 2021, Climate Solutions lending and PACE financing grew to account for more than \$1.2 billion. Amalgamated Bank will continue to drive progress through this lending theme. Amalgamated Bank supports legislation that allows PACE financing in more states and works with lawmakers to adopt consistent consumer protections put forth by *PACE Nation*. When this happens, we can retrofit our nation's old housing and commercial stock to create an energy-efficient built environment for future generations.

SOCIAL RESPONSIBILITY



OUR CLIENTS IN ACTION

MIXTECA

Established in 2000, by a group of concerned community members in Brooklyn, Mixteca addresses crucial needs in health, education, social, and legal issues facing the burgeoning Mexican and Latin American immigrant community.

“Historically, our civic engagement and community organizing work has centered on health care and health care access, beginning with an HIV/AIDS prevention campaign,” said Lorena Kourousias, Executive Director of Mixteca. “In response to the community’s growing needs, we have added education, mental health, and immigration programming.”

The mission at Mixteca, currently an immigrant- and women-led organization, is to empower the Mexican and Latin American immigrants of the New York area by providing them access to services that enhance their quality of life and will allow them to reach sustainable social and economic development. The organization offers multiple programs and services that respond to immigrant families’ specific needs and build a supportive environment for the growing Mexican and Latin American immigrant community.

SOCIAL RESPONSIBILITY HIGHLIGHTS

In 2021, we continued to make progress on our commitment to foster a workplace that is just, equitable, diverse, and inclusive. As America’s socially responsible bank, we take our duty seriously to build a workplace that is reflective of our values. We are proud to share some of the key highlights from this year:



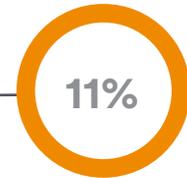
Formalized our DEI action plan and received executive approval for implementation.



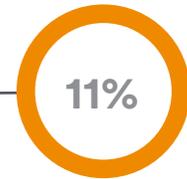
Achieved 100% on HRC Corporate Equality Index for the second year in a row.



Maintained a workforce that identify as 60% women and 60% people of color.



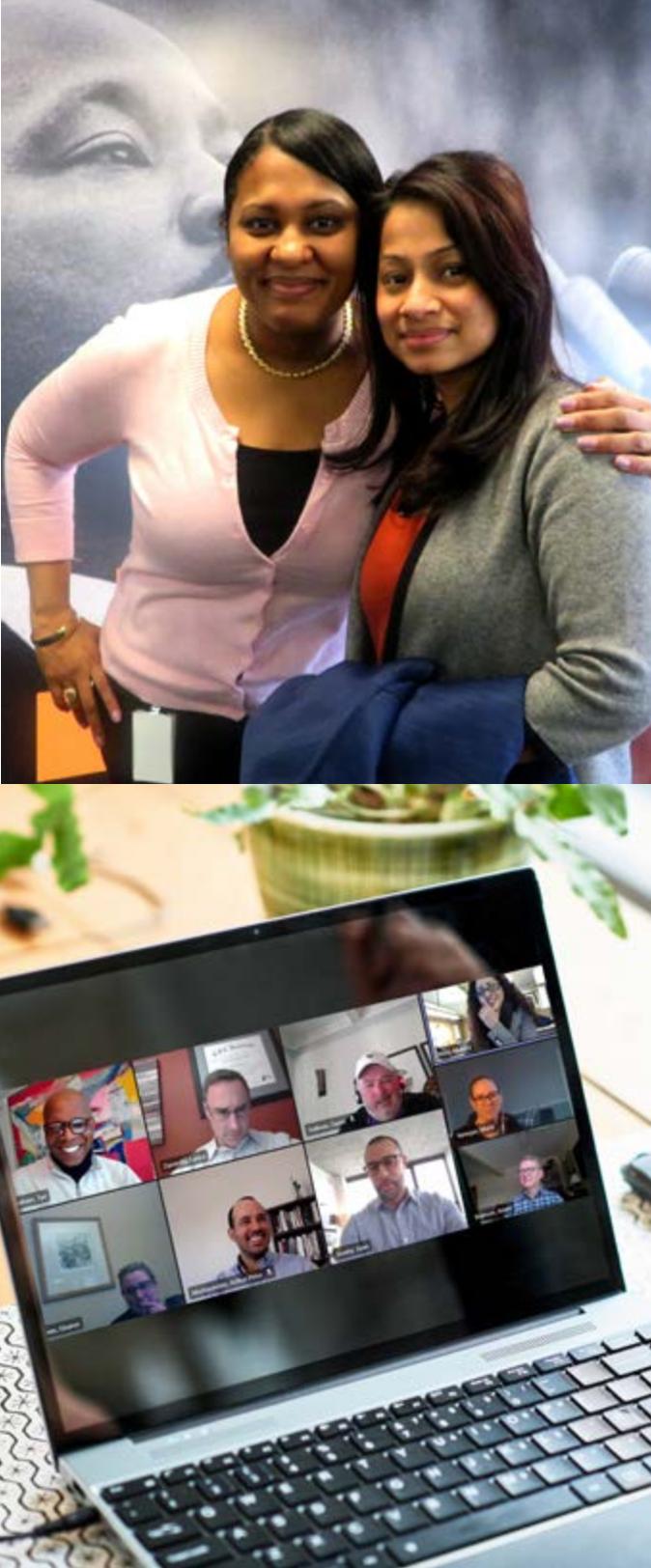
Improved gender representation by 11% for executive management and 10% for senior management compared to 2020.



Improved racial and ethnic representation by 11% for executive management and senior management compared to 2020.

** Information is based on self-identification and self-disclosure.*

DIVERSITY, EQUITY, AND INCLUSION (DEI)



We are dedicated to building a more equitable world in our everyday practices by embracing the values and diversity of our employees, free of conscious and unconscious bias. Diversity, as defined by our Equal Employment Opportunity practices, includes race, gender, creed, religion, citizenship status, veteran/military status, genetic information or disability, marital status, sexual orientation, and other protected classes. We are committed to fostering a culture of inclusion and equity by seeking to understand the lived experiences of each group and providing the protections, resources, commitments, and work environments that meet the needs of each individual group.

Following the convening of our internal Taskforce on Racial Justice in 2020, the group found there were several actions the company could take to continue to drive DEI outcomes across the company. In 2021, members of the group brought forward several recommendations to our executive team to take action and align practices more fully with our values. These actions were reviewed and approved by the executive team for implementation.

DIVERSITY, EQUITY, AND INCLUSION (DEI)

DEI ACTION PLAN GUIDING PRINCIPLES

The Action Plan was formed from a number of guiding principles, including:

- Being a bank whose employee population reflects our customers and segments that we serve
- Expanding diversity among the decision makers in each area of the Bank
- Providing programs, policies, and procedures that will meaningfully address the issues in both the short and long term
- Committing to be better than the financial service industry averages so that we are held to a higher standard that is in line with our positioning
- Measuring our programs so that they have specific and measurable goals
- Rigidly enforcing a zero-tolerance policy

AMALGAMATED BANK'S DIVERSITY STATEMENT

As part of our Action Plan, we developed a formal statement on diversity to summarize the philosophy and spirit of this plan.

As America's socially responsible bank, diversity has always been a critical part of our heritage and identity. We are passionate about creating a diverse culture that not only reflects the customers and communities we serve, but a work environment that respects and celebrates the unique skills, experiences, and characteristics of our workforce.



Our pledge is to make all of our employees, regardless of background, culture, gender identity, religion, ethnicity, age, sexual orientation, disability status, citizenship, or any other quality, feel valued, appreciated, and free to be who they are. We know that companies that embrace diverse points of view and perspectives are more innovative, creative, and successful.

Our values include equity, diversity, and inclusivity. We ask all our leaders, managers, and employees for their personal dedication to creating and fostering an inclusive culture by attesting to a code of conduct that ensures a zero-tolerance policy for behavior that is inconsistent with our values.

GOVERNANCE OF DEI

GROUP	RESPONSIBILITIES
Amalgamated Board of Directors	<ul style="list-style-type: none"> • Oversight of DEI strategy and performance • Provides feedback and guidance on strategy
CEO — Executive Sponsor	<ul style="list-style-type: none"> • Establishes alignment with the board • Ensures organizational wide cascading of the DEI strategy • Provides resources as needed to implement the DEI strategy • Responsible for metrics and action plan
Chief Human Resource Officer	<ul style="list-style-type: none"> • Integrates diversity, equity, and inclusion organizational strategy • Develops the DEI strategy along with the Diversity Lead, CEO, and Executive team
Diversity Manager	<ul style="list-style-type: none"> • Implements DEI strategy and communications • Establishes external DEI networks • Provides advice, counsel to ERGs to help foster a DEI community
Diversity Leadership Council* (Taskforces and Executive Management)	<ul style="list-style-type: none"> • Leverages resources across its department and understands the strategy • Helps drive the organizational change necessary to achieve the strategy • Helps drive accountability
Employee Resource Groups	<ul style="list-style-type: none"> • Helps foster a community of inclusion • Provides key insights for DEI needs and strategy effectiveness



ACTION PLAN

Our Action Plan is to drive progress across the key recommendations and priorities from the taskforce:

- Improve the Amalgamated culture and brand
- Enhance the Talent Acquisition Process
- Educate the Workforce
- Improve Employee Retention, Promotion, and Development
- Improve Vendor and Supplier Diversity
- Identify Relevant Key Performance Indicators (KPIs)
- Strengthen Governance

We will share progress on our implementation for each dimension annually.

ANTI-RACISM

As part of Amalgamated Bank’s commitment to enhance diversity, equity, and inclusion at our organization, we formally codified our commitment to be an anti-racist organization in our employee handbook. The statement reads:

“The Bank endeavors every day to be an anti-racism organization. The Bank defines being an anti-racism organization as creating an environment where all employees, regardless of race or the color of their skin, know they are valued. We acknowledge that racism can be unconscious or unintentional and identifying racism as an issue does not automatically mean those involved in the act are racist or intended the negative impact of their words or actions. As an anti-racism organization, we constantly strive to identify, discuss, and challenge issues of race and color and the impacts they have on the Bank, our work, our employees, and our clients. The Bank will not tolerate racism in the workplace, including microaggressions.

Part of our commitment is acknowledging that, although we have always strived to create a fair and open workplace, there is more that we can do. This statement outlines the steps that Amalgamated Bank is taking to further promote diversity and inclusion.”

GENDER TRANSITION GUIDELINES

In 2020, we adopted Gender Transition Guidelines for Amalgamated Bank’s transgender and gender nonconforming (TGNC) employees, their coworkers, managers, human resource professionals, LGBTQ+ employee group leaders, and others who may be involved in a workplace gender transition. It covers best practices for employees and managers as well as how to address customers and clients. We provide support, partnership, and education for employees as they transition their gender, and for gender nonconforming and transgender employees. Transitioning individuals have the right to openly be who they are and may express their gender identity, characteristics, or expression without fear of consequences.



HUMAN RIGHTS CAMPAIGN CORPORATE EQUALITY INDEX

In 2021, we are proud to have achieved a 100% rating from the Human Rights Campaign Foundation Corporate Equality Index for the second year in a row. This index is the national benchmarking tool on corporate policies, practices, and benefits pertinent to lesbian, gay, bisexual, transgender, and queer employees.

EQUAL OPPORTUNITY

Pay Equity

Amalgamated Bank completed a pay-equity audit in 2020 based on the factors of race and gender. The study found the vast majority of employees experience pay parity at Amalgamated and, as a result, a very small number of minor adjustments were made to compensation packages. In part, we credit a collectively bargained agreement with our unionized employees for the significant pay parity at the Bank. Amalgamated is committed to pay parity across the company and intends to conduct a pay-equity audit every three years.

EEO1 Form Disclosure

Please follow the link to the 2021 EEO1 form.* This workforce diversity data showcases the Bank's continued commitment to building a diverse and vibrant workforce that reflects the communities in which we serve. The Bank is focused on further diversifying senior management in the coming years. The Bank is also committed to disclosing additional workforce-related data covering hiring, promotion, and departure in the near future.

Equal Employment Opportunity

Equal Opportunity and Non-Discrimination: It is the Bank's policy to provide equal employment opportunity to all applicants and employees, and not to discriminate on any prohibited basis under the law. Amalgamated Bank supports equal opportunity in employment no matter your race, gender, creed, religion, citizenship status, veteran/military status, genetic information or disability, marital status, sexual orientation, and/or other protected classes. The Bank takes action to ensure a work environment that does not discriminate and supports affirmative action for all employees. The specifics of these policies and procedures are contained in the Employee Policy Manual. Employees are encouraged to communicate instances of discrimination with their manager or members of the Equal Employment Opportunity Panel.

* EEO1 is based on pay period from 10/24/21 through 11/6/21.

EMPLOYEE RESOURCE GROUPS

Amalgamated Bank is committed to nurturing a strong corporate culture and the diversity and strength of our workforce. Our Employee Resource Groups (ERGs) are a critical part of this work, and we are proud of their continued leadership and activity.

MINORITY ORGANIZATION FOR LEADERSHIP & DEVELOPMENT

Leadership



Sabrina Stratton
Commercial Banking



Kerrian Gordon
Compliance Officer

MISSION

To provide, promote, and expand opportunities for minority employees by sharing information, facilitating career development, promoting awareness, and influencing growth in a supportive and safe environment. Core areas of focus include: Career Development; Community Development; Advancement Opportunities; Diversity in Senior Leadership; Leadership; Networking; Cross Pollinating/Training; Mentors/Mentees; Volunteering; and Supportive Services.

PRIDE

Leadership



Dara Kagan
Commercial Banking

MISSION

To create an inclusive community and propel career development for individuals who identify as LGBTQ+ and their allies through events, panel discussions, and team-building activities.



EMPLOYEE RESOURCE GROUPS

GREEN TEAM

Leadership



Sarah Schaadt
Senior CRE Analyst



Jenise Bermudez
Commercial Banking

MISSION

To build awareness of environment and sustainability issues, advocate for more sustainable corporate practices, and hold educational activities to activate employees in adopting sustainable practices in and out of the office.

WOMEN'S EMPLOYEE RESOURCE GROUP

Leadership



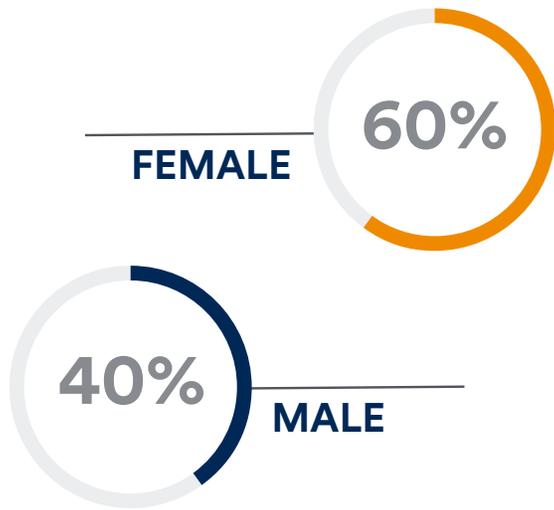
Blair Baldwin
Marketing Manager

MISSION

To cultivate an inclusive environment that supports and encourages women to advance their skills and leadership potential through empowered connections, mentorship, collaboration, and discussion. Core areas of focus are professional development, personal development, and community engagement.

EMPLOYEE DEMOGRAPHIC DATA*

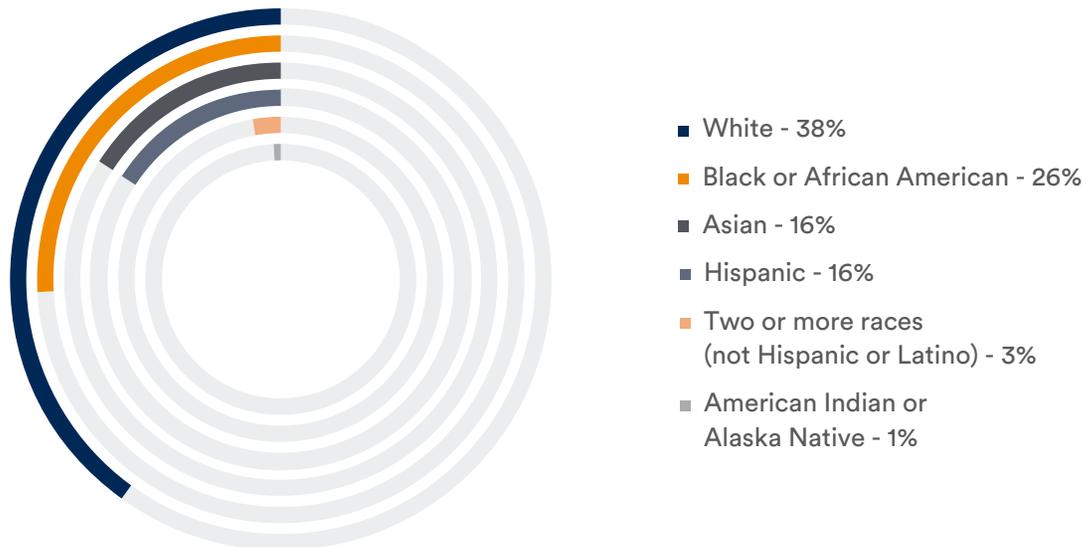
EMPLOYEE BREAKDOWN BY GENDER



EMPLOYEE BREAKDOWN BY CITY



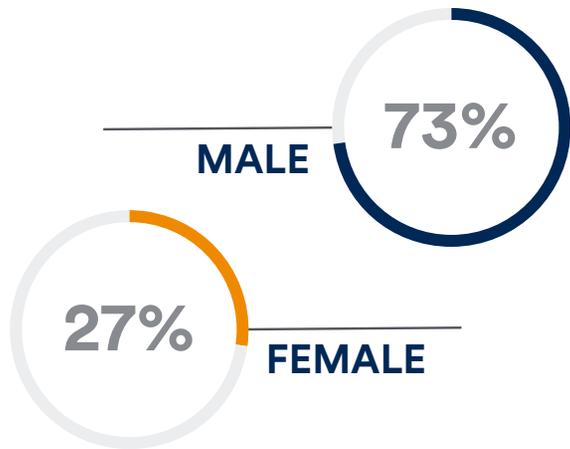
EMPLOYEE BREAKDOWN BY RACE



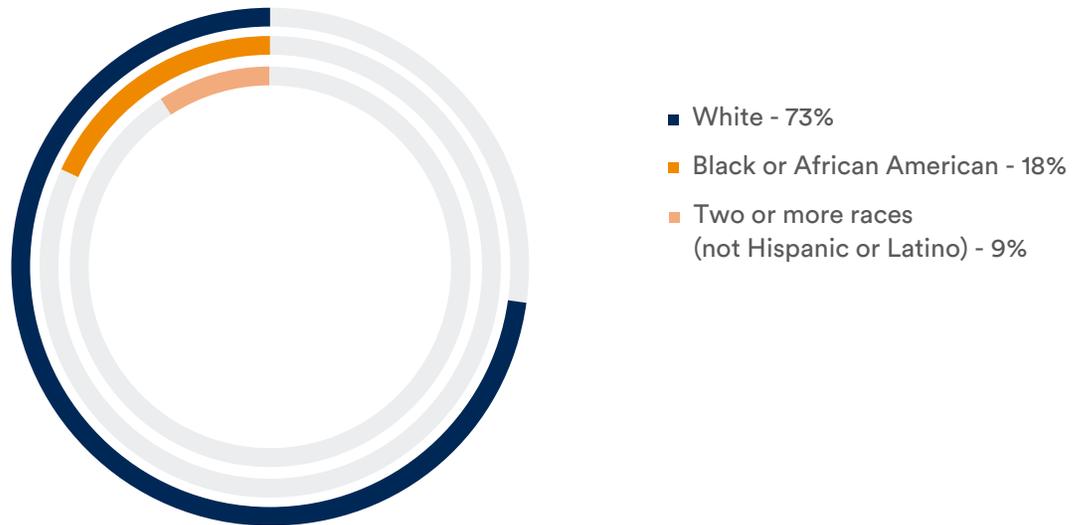
*% as of 12/31/21

† Information is based on self-identification and self-disclosure.

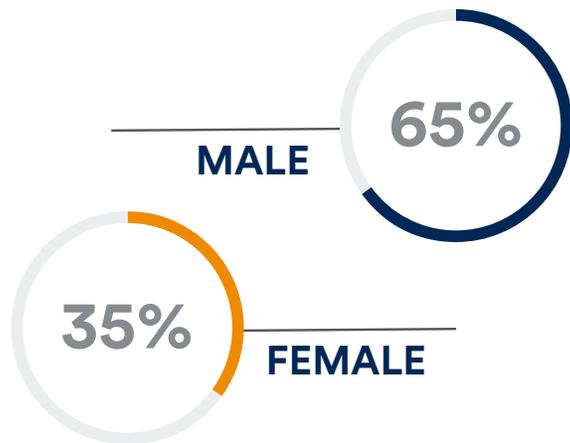
EVP AND ABOVE BREAKDOWN BY GENDER



EVP AND ABOVE BREAKDOWN BY RACE



SVP AND ABOVE BREAKDOWN BY GENDER



SVP AND ABOVE BREAKDOWN BY RACE



* Information is based on self-identification and self-disclosure.

HUMAN CAPITAL MANAGEMENT

Amalgamated Bank is committed to strategies to attract, retain, and develop our top talent to fuel our growth and the important work that we do every day. Our human capital management strategies stem from our unwavering historical commitment to workers' rights and providing a work environment that is just, empowering, engaging, and fulfilling. Here are a few of the policies and practices we feel help to foster this commitment:

TRAINING, EDUCATION, AND MENTORSHIP

Amalgamated Bank believes that employees should constantly grow and learn new skills. The Bank has a tuition reimbursement program and mandates employee participation in formal training courses. In addition, staff receive access to networking opportunities as well as training on information technology, management skills, diversity and inclusion, data security and privacy, and other relevant skills. All Amalgamated colleagues have the opportunity to participate in the employee-owned Career Development process. The process is supported by the Bank, and is designed to help colleagues create the best career path based on their own personal career aspirations. We support formal and informal mentorship opportunities under the belief that mentoring programs are often one of the most impactful means of growing personally and professionally, in addition to cultivating internal talent for future leadership.

COMMUNITY SERVICE

The Bank supports employees giving back to their communities. The Bank participates in company-wide holiday gift drives and offers a paid volunteer day for individual efforts.

FAMILY LEAVE

The Bank offers paid family leave as an annual benefit explicitly stated in the employee handbook and benefit package, including parental leave. Paid family leave is a benefit offered by the Bank to all eligible employees and has been extended to eight weeks. Additionally, upon returning to work from parental leave, mothers have access to a private lactation room. Employees can take a number of days or weeks off to care for family members.

COLLECTIVE BARGAINING

Amalgamated Bank has a deep history in unions and workers' rights. Amalgamated Bank is a union-founded bank, and the union remains our largest shareholder. Thus, the rights of workers are a central theme for our work. Collective bargaining is believed to be a fundamental right.

Approximately 25% of the Bank's workforce is unionized and has collective bargaining rights per agreements with the union. Those agreements include information on their rights and grievance policies. The Bank openly supports unionized labor and collective bargaining. Unionization is explicitly encouraged.*

* Freedom of Association Policy

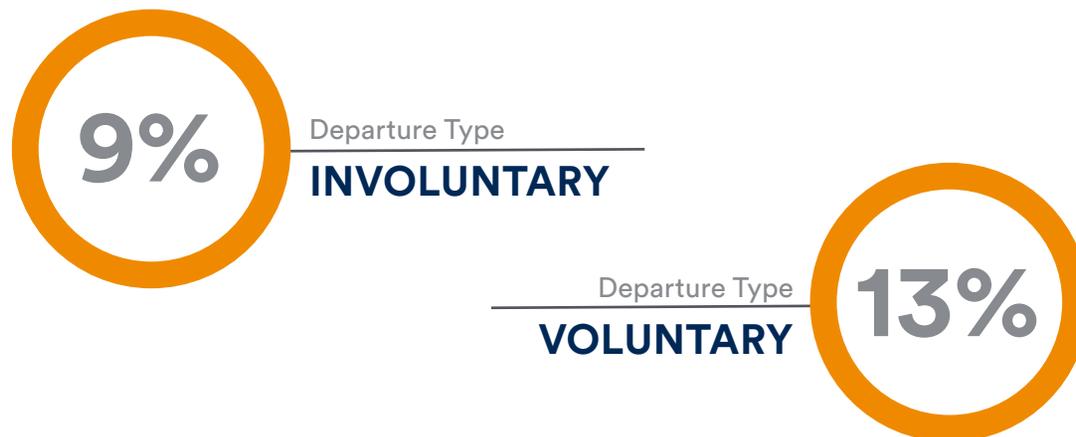
HUMAN CAPITAL MANAGEMENT

MILITARY LEAVE POLICY

Amalgamated Bank fully supports our employees who have obligations to the armed forces. Our policies comply with all provisions of the Uniformed Service Employment and Re-Employment Rights Act (USERRA), and we provide time off and job protection to eligible employees as specified in USERRA guidelines. Additionally, we provide unpaid, job-protected family and medical leave to eligible employees whose spouse, domestic partner, son, daughter, or parent is on or called to active duty in support of a contingency operation as a member of the National Guard or reserves or is recovering from a serious injury or illness sustained while on active duty. We appreciate the values, leadership, and unique skills service members bring to the workforce and encourage opportunities to employ guardsmen, reservists, transitioning service members and veterans. We will continually recognize and support our country's service members and their families in peace, in crisis, and in war.

RETENTION

We are committed to retaining top talent and building a workplace where every person can feel empowered to grow their career. In 2021, we, like many organizations, experienced an increase in turnover. We are committed to tracking this metric and to manage our turnover rate through our strong commitment to corporate culture, fair compensation, benefits and resources, development opportunities, and the strength of our corporate purpose.



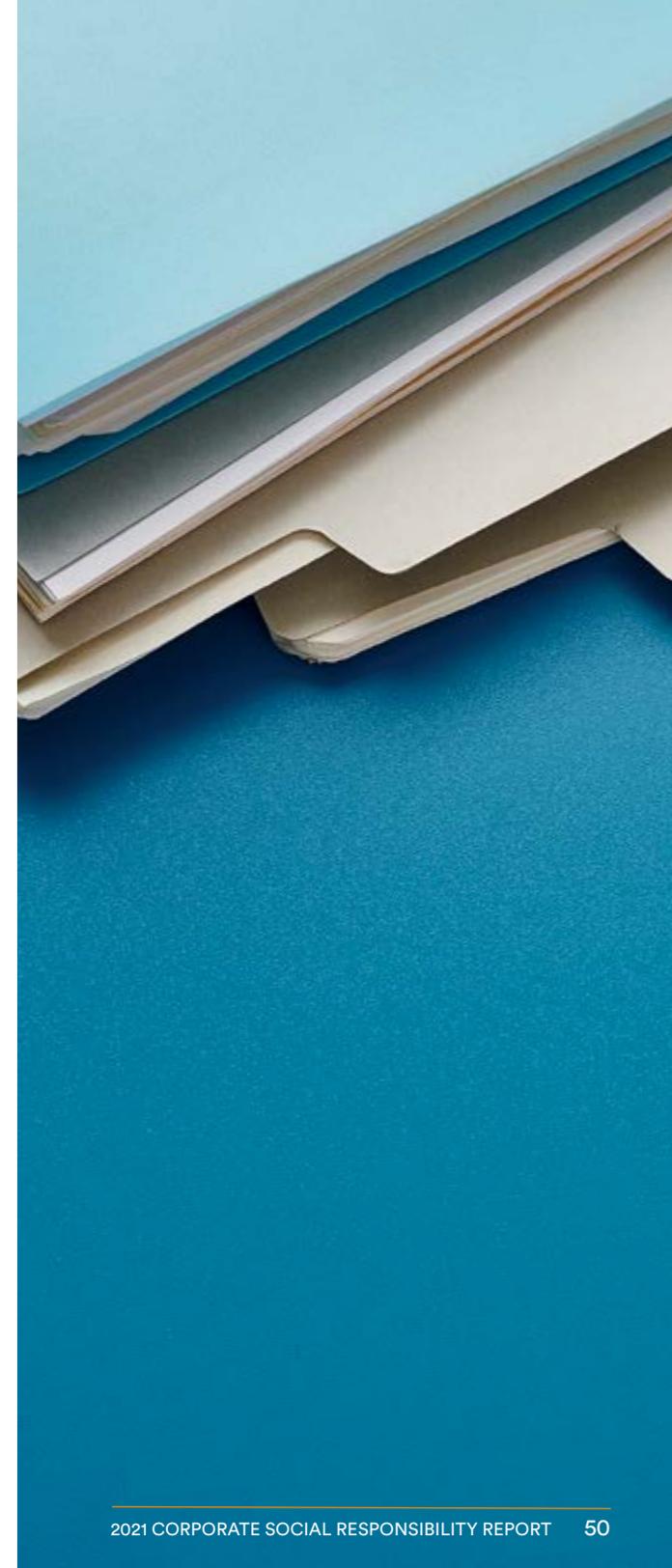
BENEFITS & COMPENSATION

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

- Competitive salary
- Health, dental, vision, disability, and life insurance plans
- Mental health support
- Paid vacation, holiday, and reflections and personal days
- Tuition reimbursement and continuing-education opportunities
- On-site & external training seminars
- Pension plan
- 401(k)
- Paid Family and Medical Leave (FMLA), including parental leave
- Career advancement opportunities
- Employee Stock Purchase Plan (ESPP)
- Incentive award/bonus program
- Employee recognition events

In addition, during the COVID pandemic, we extended our parking and commuting benefits to ensure employees who were required to work in person could commute safely. We also increased our carryover vacation allowance to provide our employees with additional time away from work.

Part-time employees who work at least 20 hours per week for at least five months per year qualify for health care benefits and are eligible to participate in our bonus plan and Employee Stock Purchase Plan. We believe that the ESPP will (i) assist in the retention of current employees and hiring of new employees and (ii) provide employees with an incentive to contribute to our success by providing an opportunity to eligible employees to purchase shares of our common stock in a convenient manner.



HEALTH, SAFETY, & WELLNESS

Amalgamated Bank complies with all OSHA regulations for workplace safety. The Bank tracks data related to workplace health and safety and provides training to all employees. In 2021, our Lost Time Incident rate was 0.3 and our Recordable Incident Rate was 0.3. We had no fatalities in 2021.

MENTAL HEALTH SUPPORT

Amalgamated Bank takes great interest in its employees' mental health. Mental health services are covered in the insurance policy offered to Bank employees, and employees are able to use sick days for mental health purposes. The Bank encourages employees to address mental health concerns with their supervisor and make accommodations for flexible workloads or disabilities. To adapt to the majority of our workforce being remote, the Bank's Human Resources team has taken extra steps to work with our insurance provider to identify and promote opportunities for connection and support for those struggling with new challenges.

WORK/LIFE BALANCE

The Bank values its employees' social well-being as well as their lives outside of work. Prior to 2020, the Bank allowed employees to work remotely at the discretion of each manager based on role and business needs. Exempt employees are offered flex time and variable work schedules, as approved by their manager. Some positions that are under stricter regulatory oversight have less flexibility for the flexible work hours. Among the positions that are flexible, approximately 65% of total employees can work with their managers to find accommodations. During the summer months (typically June through August), the Bank offers "flexible summer hours" for all regular full-time employees who are permitted to select one day per month when they will be able to leave early after working four (4) hours.

COVID SAFETY

In 2021, we continued to manage our response to the COVID pandemic to ensure the safety of our employees. We continued to adhere to leading practices for workplace sanitation, safety, and distancing. We also continued to engage our employees through pulse surveys, frequent updates on new protocols, and enhanced benefits and workplace arrangements to make sure we were meeting the safety needs of our team. The Bank is in the process of updating its remote-work policy to reflect the changing environment over the course of the next year post-COVID pandemic.



HUMAN RIGHTS

Amalgamated Bank is not complicit in human rights violations. The Bank engages in shareholder activism against child labor, in addition to holding strict policies for its own operations. Respect for human rights is a fundamental value of Amalgamated Bank. We strive to respect and promote human rights in accordance with the United Nations Guiding Principles on Business and Human Rights and the United Nations Global Compact in our relationships with our employees, suppliers, and the communities where we operate. This policy is also guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We expect our employees and business partners to uphold these ideals in accordance with our Code of Business Conduct and Supplier Code of Conduct. The Bank prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. The Bank prohibits child labor, including the hiring of individuals who are under 18 years of age for positions in which hazardous work is required.

** A link to our Human Rights Statement can be found here.*

OUR SUPPLIERS

SUPPLIER STANDARDS

The mission of our Supplier Code of Conduct is to empower people, enhance economic justice, and improve the diversity of our vendor base. We expect all parties providing goods and services to us to conduct their business activities with the same high standards of business ethics, social responsibility, and environmental stewardship that we have committed to, and in accordance with all applicable laws and regulations. We have adopted a Supplier Code of Conduct that outlines our expectations for external partners to establish and maintain a business relationship with Amalgamated Bank, supporting a professional environment where all are treated with respect and dignity, and in an environment where their health and safety are protected. As part of our initial screening process, we review third-party ESG scores and/or ask critical vendors to provide us with an overview of their CSR-related initiatives. We review our list of active vendors on a regular basis to ensure their continued alignment with Amalgamated's mission and CSR-related policies. Vendor Management takes into consideration qualified women-owned, minority-owned, LGBTQ+-owned and other small businesses, as those businesses are an integral part of the community the Bank services. In addition, the Bank takes into consideration a vendor's stance on civil rights, and its adherence to non-discriminatory practices. The Bank prioritizes hiring suppliers that utilize union labor with collective bargaining rights. Every vendor or supplier is subject to the Bank's risk assessment and is carefully managed to limit exposure.

† A link to our Supplier Code of Conduct can be found here.



OUR CUSTOMERS

CUSTOMER SATISFACTION & PROTECTION

As a mission-driven bank, Amalgamated strives to create products that have a triple bottom-line effect: environmental, social, and financial. In addition, the Bank is strictly governed by regulation affecting commercial and consumer banking products that include anti-bribery, spam, bait and switch, privacy, and other elements. Thus, as a responsible and ethical lender, Amalgamated Bank strictly prohibits abusive, misleading, or fraudulent lending practices. Regular training of front-line staff and sales teams' personnel on our product offering(s) ensure that they offer products and services that are appropriate for the customers' needs and income profiles. Our goal is to support our customers in making informed choices. Customer satisfaction is important to the Bank and we regularly solicit customer feedback. The Bank has not had a significant violation in this regard.

AMALGAMATED FOUNDATION

THE AMALGAMATED FOUNDATION IS COMMITTED TO PROVIDING PRECIOUS
FINANCIAL RESOURCES TO THE FRONT LINES OF SOCIAL CHANGE.



LETTER FROM THE EXECUTIVE DIRECTOR

The Amalgamated Foundation is truly an incubator for innovation.

When we launched the Foundation in 2017, we wanted to be more than just a funding intermediary. We wanted to be a force for change. That meant not just moving resources to front-line organizations. We wanted to push the philanthropic sector to rethink its systems and structure. You can't make social change if you aren't willing to change yourself.

That's why we created the Hate is Not Charitable Campaign, to elevate the dialogue about the funding of hate and the responsibility of philanthropic institutions to take a stand. To date, over 100 institutions have signed onto our pledge to defund hate, representing more than \$3 billion in assets.

In 2020, we released a report, "Community-Led Disaster Relief", which highlighted the failings — and opportunities for transformation of disaster relief funding. In 2021, we applied those ideas to launch "Organizing Resilience" changing the way disaster response happens. This project activated networks and infrastructure to support community-led responses to Hurricane Ida, first in New Orleans, and also for storms in New Jersey and New York, leveraging over \$500,000 in aid to directly hit communities.

I'm very proud that we distributed over \$100 million in grants to more than 2,000 organizations in 2021. Our commitment to democracy, sustainability, and workers' rights has never been stronger.



Anna Fink
Executive Director, Amalgamated Foundation



"You can't make social change if you aren't willing to change yourself."

\$63M

to Democracy & Racial Justice

\$23M

to Workers' Rights & Economic Justice

\$11M

to Climate & Sustainability

60%

to BIPOC-led Organizations

FOUNDATION HIGHLIGHTS

Founded in 2017, the Amalgamated Foundation is committed to providing resources to the front lines of social change.

In addition to managing and directing Amalgamated Bank's substantial corporate giving program, the Amalgamated Foundation offers a suite of services to facilitate the philanthropy of individual donors, institutional funders, and social entrepreneurs who share our commitment to advancing social, racial, economic, and environmental justice.

\$100M

Unlocked over \$100 million to support social-change efforts across the country.

61%

\$104 million in grants, an increase of 61% from 2020

45%

179 funds, an increase of 45% from 2020

35%

2,707 grants, a 35% increase from 2020

FOUNDATION HIGHLIGHTS

OUR EVOLVING PLATFORM

Collectively, our community of individual donors, foundations, corporations, and activists made more than \$104 million in grants, an increase of 60% from 2020. To keep pace with this growth, and to continue to advance the Foundation's mission to connect resources to the front lines of social change, demands constant adaptation and innovation.

In 2021, we made some technical innovations, including an expanded and deepened collaboration with the proposal-management platform JustFund, which streamlines proposal and reporting, creating more transparent processes for both funders and grantees. We also expanded our team, including the addition of West Coast leadership, bolstering our reach and national impact.

CONTINUED GROWTH

In 2021, our community grew to close to 200 funds, representing \$190 million in assets, granting out more than half of these funds over the course of the year. Those grants included \$63 million to democracy & racial justice; \$23 million to workers' rights & economic justice; and \$11 million to climate & sustainability. Notably, \$63 million, 60% of all grants, went to BIPOC-led organizations.

NEW PARTNERS

The Foundation added 56 new funds, including the Fund for Equitable Good Food Procurement; the Constellations Culture Change Fund, established by social justice activist and artist Favianna Rodriguez; Liberated Capital Decolonizing Wealth Fund; and the WNBPA Social Impact Fund, launched by the WNBA Players Association to support social, racial, economic, and gender justice.

The Foundation is also partnering with BCorps, Family Offices, and family foundations, working to advance innovative approaches to corporate giving and move resources efficiently with partners.

AMALGAMATED CORPORATE GRANTMAKING: RESPONDING TO CRISES, BUILDING FOR THE FUTURE

Amalgamated Bank is unique as a corporate funder, with a commitment to democracy, sustainability, and workers' rights, drawing on our mission and legacy as an institution founded on the power of collective action.



RISING TO DEFEND DEMOCRACY

The insurrection at the U.S. Capitol on January 6, 2021 and its goal of overturning the certified results of the national election were a shock to our democracy. In response, we worked with corporations taking a stand for democracy and made grants to Business for America, the Coalition for Inclusive Growth, and the Center for Political Accountability. We also supported front-line organizations working to nurture our emerging multiracial democracy against the forces of division and hate.



BUILDING AN EQUITABLE ECONOMIC FUTURE

Building on the legacy of Amalgamated Bank, our corporate giving also invests in building a more just and equitable economy. We invest in workers' rights through organizations like the Action Center on Race and the Economy, Workers Defense Project, Equal Rights Advocates, and the Powershift Network. Our strategy also seeks to transform access to capital and advance socially responsible business practices and other structural issues, through grants to the Community Credit Lab and the Economic Security Project.



CLIMATE JUSTICE & SUSTAINABILITY

We believe the financial sector has a crucial role in addressing climate change by aligning financial flows with the global imperative to transition to net zero emissions. In addition to the Bank's voice on these efforts, we also made grants to the Labor Network for Sustainability, bringing together critical constituencies and conversations to support an economic transition. Our efforts to seed Organizing Resilience to support front-line communities in climate-disaster-prone regions underscores the importance of a racial justice lens focus for responses to climate-related disasters in those regions.

ADVOCACY



ISSUES WE CARE ABOUT

**Taking a
stance for
issues we are
passionate
about**



As America's socially responsible bank, we are at the forefront of many issues that will help build a more just and sustainable economy. Not only have we taken a stance on these issues, but we have also partnered with organizations in each issue area to help them grow their business and further voice their cause.

Issues we have taken a position on include:

- Climate Change & Sustainability
- Immigrant Rights
- Voting Rights
- LGBTQ+ Rights
- Racial Justice
- Criminal Justice & Private Prisons
- Workers' Rights
- Gun Safety
- Women's & Reproductive Rights

ADVOCACY HIGHLIGHTS

Amalgamated Bank believes businesses have an obligation to use their platforms to advance outcomes for their business success and the success of their stakeholders. In 2021, we endorsed a number of policies aligned with our values. These included:

VOTING RIGHTS

- We opposed the bills in Georgia that infringed on voter rights by changing absentee-voter requirements.
- We supported HR 1, a bill that would strengthen voting rights, promote accountability in government, enhance election security, and increase transparency in political spending.

RACIAL JUSTICE

- We were the first bank to endorse HR 40 — a bill establishing a commission to explore reparations for African Americans.

WOMEN'S RIGHTS

- We signed onto the Pregnancy Workers Fairness Act — a bill prohibiting employment practices that discriminate against making reasonable accommodations.

WORKERS' RIGHTS

- We endorsed the PRO Act to protect the rights of workers to join unions.

LGBTQ+ RIGHTS

- We supported the Equality Act (HR 5) — a bill that prohibits discrimination on the basis of sex, gender identity, and sexual orientation.

CLIMATE JUSTICE

- We were the first bank to endorse the Science Based Targets initiative, which enables companies to set credible climate targets aligned with Net Zero.
- We supported the Build Back Better Act to accelerate America's transition to a clean-energy and climate-safe future.

ESG INVESTMENTS

- We supported and provided comments for the SEC consultation on mandatory climate disclosures.
- We supported Executive Order 14030 to remove barriers to considering ESG factors in pension plans.

OUR CLIENTS IN ACTION



The trans community has long endured discrimination and exclusion from various institutions, policies that protect basic rights, and cultural narratives. In recent years, however, the trans community has made tremendous strides in raising awareness to validate the true identities of transgender and gender-expansive people in our society. While more celebrities came out as trans or gender fluid, or with a multitude of other gender identities, this gave way to a slow trickle-down effect of cultural acceptance and new understandings of what gender is and can be.

Trans United, a proud client of Amalgamated Bank, is led by trans and gender-expansive people, with a majority of board members being trans women of color. They are a nonprofit community of leaders who have incubated and provided fiscal leadership and organizational development to nearly two dozen trans-led grassroots groups over the years. Their aim is to build the collective capacity of the trans community and to improve the lives of transgender people, families, and allies.

“By centering on the most marginalized, staying in constant and genuine relationship with grassroots community members and leaders, and a commitment to remain completely trans- and gender-expansive-led and -focused,” said Organizing Director Daye Pope, “we bring as many of the experiences, perspectives, and types of brilliance to the work as possible in everything we do.”

WNBPA SPONSORSHIP



In June 2021, we announced a landmark alliance with the Women’s National Basketball Players Association (WNBPA)

to promote social justice reform and to become the Official Social Responsibility Partner of the WNBPA. This was not your typical sports sponsorship but a collective action to use both organizations’ voices and resources to advance racial justice, voting rights, and gender justice, while lifting up the work of movement leaders across the country.

As part of the collaboration, WNBA stars Sue Bird, Natasha Cloud, and Elizabeth Williams appeared in a series of videos that highlighted their own personal

connections to social justice issues. The videos aim to demonstrate how both organizations have joined to build a more socially responsible world. As part of this partnership, the Amalgamated Foundation established the WNBPA Social Impact Fund, which grants donations to organizations actively working to fight for change. These include Black Voters Matter, Sister Song, the New Georgia Project, Transgender Legal Defense and Education Fund, G.L.I.T.S., and the National Council of Negro Women.

This represents the first time that Amalgamated Bank has aligned with a sports organization and professional athletes to advance economic, social, racial, and environmental justice utilizing the tools of finance.



“Amalgamated and the WNBPA share a deep alignment. Our joint legacies of standing up for what is right provides the perfect platform for Amalgamated to become the Official Social Responsibility Partner of the WNBPA. This is not your typical sports sponsorship. It’s a collective action to use our voices and resources to advance racial justice, voting rights, and gender justice, while lifting up the work of movement leaders across the country.”

Priscilla Brown
Amalgamated Bank’s President & CEO.

OUR PEOPLE, OUR IMPACT

BRENDA LOYA

FVP, National Director of Community Development Finance

“I have a community, a team, and partnerships in the CDFI sector that work together for everyday changes that lead to big impacts.”



Brenda Loya chose to study computer science and electrical engineering at the Massachusetts Institute of Technology because it was the hardest degree track available. “It was also the ‘90s and the moment of going into tech and becoming a software engineer,” she explained. “MIT’s program was focused on understanding engineering systematically. We learned to look at problems analytically and break them down to make something better. That is a mindset I’ve carried with me throughout my life.” As a National Director of Community Development Finance, Brenda sees herself as someone who is constantly challenging herself and sees Amalgamated Bank at a similar moment to where she was as an engineering student in the late 1990s.

“The world is at a critical moment. In the United States, we’re living through a reckoning with racist discrimination that

left communities of color without adequate investment for equitable economic growth. At the same time, global climate change is exacerbating the worst of these inequalities, further marginalizing communities that have historically been denied access to the capital they urgently need for investment in climate solutions that work for everyone.”

Brenda spent three years building Amalgamated Bank’s platform for lending to community development financial institutions (CDFI’s) to meet the moment made by the intersection of movements for racial justice and urgent calls for investment in climate solutions. She came to Amalgamated Bank with more than a decade of experience in the community development finance sector after studying business at Georgetown University and learning how to drive social impact in the field. After leading investments into projects in low- to moderate-income areas and building

organizational capacity for growth, she tripled Amalgamated Bank’s CDFI portfolio.

Brenda believes that Amalgamated Bank is a critical player and influential voice as these issues come together as environmental justice. For example, that means providing funding and structure for affordable housing and asset-building initiatives that protect communities from further environmental damage and racial injustices.

“This work takes me back to where I’m from, the working-class border communities that shaped who I am as a Latina and showed me that I am not doing any of this work alone. I have a community, a team, and partnerships in the CDFI sector that work together for everyday changes that lead to big impacts.”

INVESTMENT MANAGEMENT



ACTIVE OWNERSHIP

Over the course of 2021, Amalgamated Bank, acting as the trustee of the LongView Funds, engaged a broad range of companies on environmental, social, and governance issues. We engaged 13 companies on the topics of net zero emissions, diversity, equity, and inclusion, and weaponized misinformation on social media.

COMPANIES

Net Zero Emission

- Amazon.com Inc.
- PayPal Holdings Inc.
- General Electric
- Hertz Global Holdings Inc
- Uber Technologies Inc.
- FedEx Corporation
- CarMax Inc.
- Twitter Inc.
- Public Storage

Diversity

- Dollar Tree
- TJX Companies
- Ross Stores

Social Media Misinformation

- Yelp

FEATURED ENGAGEMENTS

AMAZON.COM INC

Amalgamated Bank has engaged Amazon since 2018 on its ability to manage increasing growth and emissions in a low-carbon economy. Amazon committed to reduce shipping emissions by 50% by 2030, with a long-term goal of zero, and to set science-based targets through the Science Based Targets initiative.

CARMAX

CarMax is a used-car retailer based in Richmond, Virginia. We filed a resolution asking the company to issue a public report describing if, and how, it plans to reduce its total contribution to climate change and align its operations with the Paris Agreement's goal of limiting global temperature increases to 1.5 degrees C. As a result, CarMax made a commitment to achieve net zero emissions for its Scope 1 and 2 emissions by 2050 and a 50% emissions reduction by 2025.

GENERAL ELECTRIC

General Electric has been increasingly in the news for making poor bets on fossil fuels. Over the past two years, we pushed the company to exit coal and to set net zero, Paris-aligned greenhouse gas targets for its Scope 1-3 emissions. This year's 2021 resolution with GE on setting net zero Scope 3 product emission targets was supported by GE's Board and received an astounding 98% vote. Following the vote, in July 2021 GE announced that it would set a "net zero by 2050" target that included Scope 3 emissions from the use of its products, including natural-gas turbines and jet engines.



TESLA

Following multiple reports of workplace harassment and allegations of racial discrimination, we co-filed a shareholder resolution that called on Tesla Inc. to prepare a report on the impact of the use of mandatory arbitration on Tesla employees and workplace culture. The resolution focused on Tesla's use of arbitration and the prevalence of harassment and discrimination in its workplace and on employees' ability to seek redress. This resolution, which was co-filed with Nia Impact Capital, received support from 46% of votes cast during the annual meeting. We continue to seek engagement with the company and have refiled again for 2022.

DOLLAR TREE

We were able to build a strong and constructive relationship with this company. We held multiple calls to discuss Dollar Tree's nascent DEI program, providing guidance and advice. Our last conversation, in June 2021, was initiated by the company and we discussed the formal DEI plan that was presented to their board for approval in midsummer. The DEI strategy included strong board oversight and accountability, along with significantly greater public transparency.

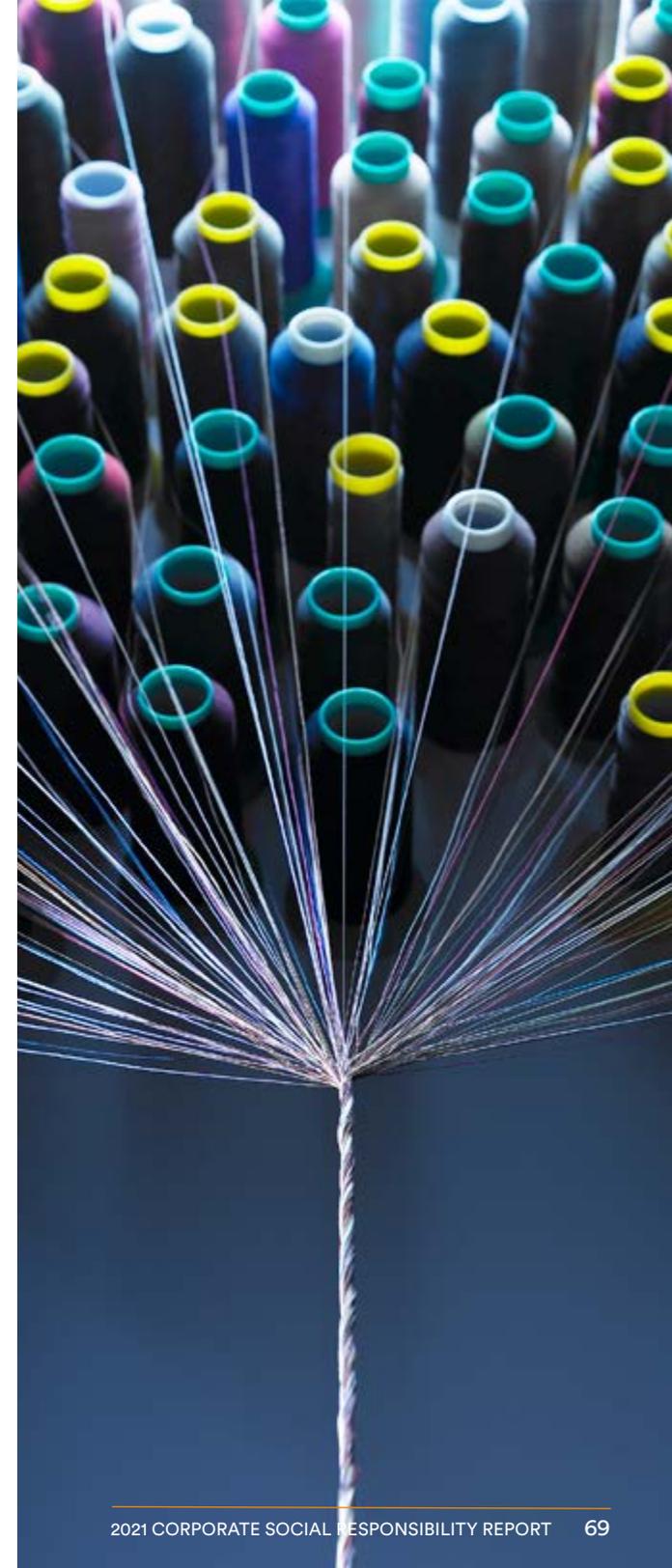
ResponsiFunds

Amalgamated values. Invesco expertise.

In March 2021, we launched a suite of ESG impact products called ResponsiFunds — investment products that were designed to align investors' growth goals with their organizational values. This was done with Invesco, one of the largest ESG investment firms in the world.

The importance of social, climate, and gender equity in building a more just, sustainable, and inclusive future has never been clearer, and these six new funds provide a unique alternative to those already on the market.

ResponsiFunds utilizes a variety of tools to not just filter out misaligned companies, but to also screen those companies that are ESG leaders. They also undergo additional screening by using ESG data from leading data providers like CDP, Equileap, JUST Capital, Sustainalytics, and others. These proprietary screening methods seek to exclude industries such as pipelines, weapons, coal, tobacco, the Carbon Underground 200, and others, while also screening in companies that are going above and beyond in their respective ESG arenas.



OUR PEOPLE, OUR IMPACT

CYNTHIA DALAGELIS

SVP, Director of ESG Investments

“Values-based investments are a vote of confidence in the world we want to live in and leave to our children.”



Senior Vice President and Director of ESG Investments Cynthia Dalagelis always knew she wanted to do something that would benefit people and the environment. While she was a business student, her options to work in sustainability were limited to philanthropy and volunteering. Only a handful of companies, including Amalgamated Bank, were pursuing ESG and corporate social responsibility in the private sector at the time. Cynthia sought them out and began her career as an impact professional working to drive mission alignment in businesses. “I always knew there were opportunities in the private sector, but I also knew that a lot needed to change in public equity and debt markets to make these companies thrive and really have an impact” she said.

That’s where active ownership comes in, Cynthia says. By helping clients align their capital with their values, Cynthia helps them drive change by moving capital. “Values-based investments are a vote of confidence in the world we want to live in and leave to our children. When clients choose to divest from some companies and invest in others because of their values, they are saying, ‘We want a better world, we want to have a bigger impact, and we don’t want our money to enable industry to undermine the values we fight for day to day.’ ESG investing is a clear investment trend now with more and more individuals and organizations looking for expertise to help make financial decisions that put their money behind positive impact while generating a return.

Over the long term, the biggest outcome and main benefit of the movement for ESG investing is greater corporate transparency. “Greater transparency in corporate spaces allows investors, consumers, and employees to make more informed decisions. Right now, we generally don’t have full transparency as far as gender metrics, for example. We don’t know the composition of staff as far as gender and don’t know pay-gap statistics. Disclosing metrics like this would improve workplaces and productivity. That’s one reason gender issues are a key plank in our ESG philosophy, which is fundamentally a call for transparency.”



CORPORATE GOVERNANCE

COMPOSITION OF THE BOARD OF DIRECTORS

BOARD COMMITTEES:

- Audit Committee
- Compensation and Human Resources Committee
- Governance and Nominating Committee
- Executive and Corporate Social Responsibility Committee
- Enterprise Risk Oversight Committee
- Trust Committee
- Credit Policy Committee

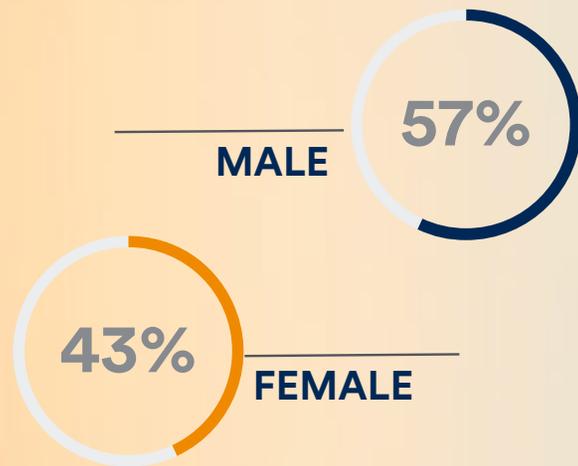
<https://www.amalgamatedbank.com/board-directors>

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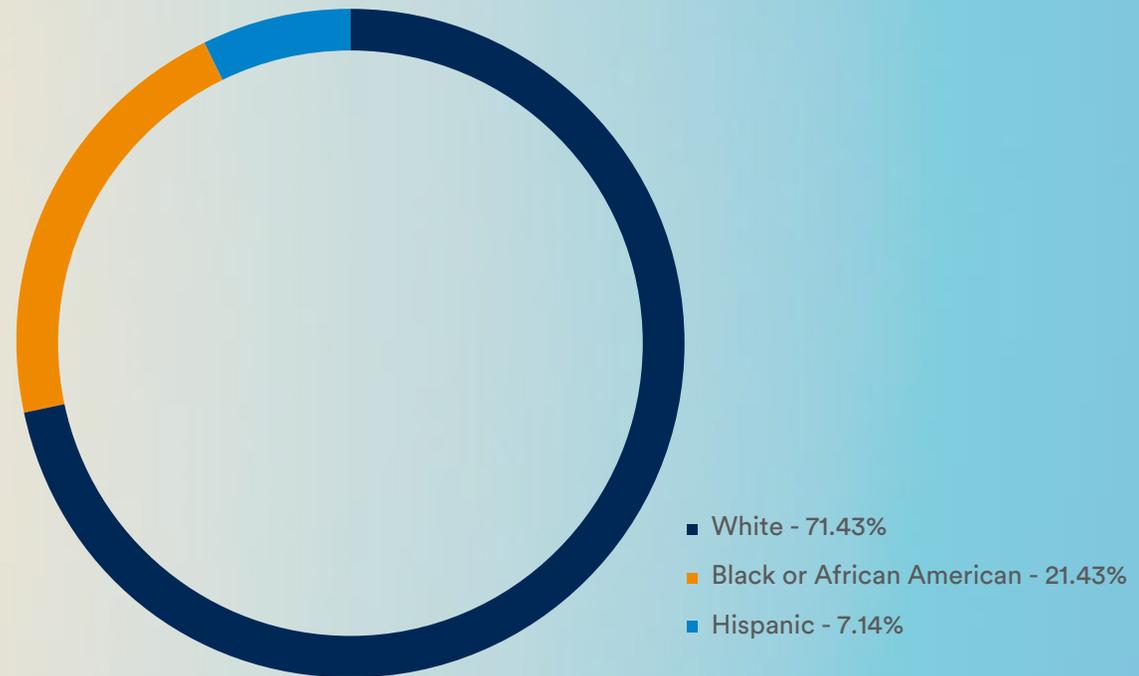
BOARD DIVERSITY

At Amalgamated Bank, we wholeheartedly embrace the value of diversity across our organization. We believe that a board composed of diverse backgrounds, experiences, perspectives, and characteristics improves dialogue and decision-making, and contributes to the overall effectiveness of the Board. We have a formal board diversity policy, which states that, when assessing board nominees, the Governance and Nominating Committee must ensure diverse characteristics, including but not limited to gender, age, ethnicity, disability, and sexual orientation, are included in any pool of candidates from which the Board nominees are chosen.

BOARD OF DIRECTORS BREAKDOWN BY GENDER*



BOARD OF DIRECTORS BREAKDOWN BY RACE*



*% as of 12/31/21
† Information is based on self-identification and self-disclosure.

BOARD OVERSIGHT OF CSR

In order to drive, reflect, and maintain our position as America's socially responsible bank, our Board of Directors and executive management team recognize the importance of CSR matters and how they impact our stakeholders. The Executive and Corporate Social Responsibility Committee of our Board of Directors assists the full Board in fulfilling its formal oversight responsibilities with respect to the development and implementation of CSR initiatives. On at least a quarterly basis, the Executive and Corporate Social Responsibility Committee reviews our CSR strategy and performance, including:

- (i) development of relevant policies;
- (ii) effectiveness of corporate social responsibility initiatives;
- (iii) employee and public communications, and
- (iv) investor engagement.

The Bank's CSR Committee, which includes its President and CEO and other members of our executive and senior management team, is responsible for the promotion and implementation of Amalgamated Bank's social programs and disclosures, and for reporting on activities and results to the Board of Directors on a routine basis. The Governance and Nominating Committee has responsibility for, among other things, reviewing periodically the governance principles adopted by the Board of Directors, and developing and recommending governance principles applicable to our Board of Directors.

CSR COMMITTEE MEMBERS

- Ivan Frishberg**
Chair, Chief Sustainability Officer
- Priscilla Sims Brown**
President and CEO
- Jason Darby**
Chief Financial Officer
- Sam Brown**
Chief Banking Officer
- Sherry Williams**
Chief Risk Officer
- Mandy Tenner**
General Counsel
- Edgar Romney**
Chief Revenue Officer
- Molly Culhane**
National Director of Political Banking &
Mid-Atlantic Regional Director
- Mark Walsh**
New England Regional Director
- Nina Webster**
Western Regional Director
- Eleanor Innes**
Chief Trust Officer
- Peter Neiman**
Chief Marketing Officer
- Bill Peterson**
Senior Loan Officer & Director of Climate Lending
- Anna Fink**
Executive Director, Amalgamated Foundation
- Tye Graham**
Chief Human Resources Officer
- Cynthia Dalagelis**
Director of ESG Investments

OUR PEOPLE, OUR IMPACT

SHERRY WILLIAMS

EVP, Chief Risk Officer

“Our risk management philosophy and practices contribute to the integrity and authenticity that clients have come to value.”



Sherry Williams has always been community-service-oriented. After 25 years of working in the banking industry as a technology professional and risk adviser, she decided to go back to school to study how to make banking more accessible to underserved communities. While working in professional services advising large banks on risk management practices, Sherry accepted an offer to join Amalgamated Bank in 2018 as Chief Auditor and soon after graduated from Temple University with a doctorate in business administration, with a research focus on underserved communities and drivers of choice in selecting a bank. “I went back to school partly because I wanted to help develop others and pay forward the work that enabled me to become a leader in the financial services industry,” Sherry said. “The

more I read about Amalgamated Bank and the opportunity to work here, the more I thought, ‘Wow this is a place that’s directly aligned with my personal values and somewhere I can have a real impact.’ ”

She became Amalgamated Bank’s Chief Risk Officer in February 2022 and in this role she has ultimate responsibility for managing all dimensions of risk throughout the Bank. Sherry defines risk as “a variable that can cause deviation from an expected outcome, and as such may affect the achievement of business objectives and the performance of the overall organization.” This means evaluating factors that may cause Amalgamated Bank to deviate from its mission of being America’s socially responsible bank and advising on ways to ensure that the Bank’s operations stand up to its stated goals.

“Risk management is the second line of defense, ensuring that Amalgamated Bank lives up to its values while operating in accordance with the established risk appetite for legal, compliance, reputational, operational, strategic, credit, market, and liquidity risks. Our risk management philosophy and practices contribute to the integrity and authenticity that clients have come to value.”

That trust is a fundamental driver of Amalgamated Bank’s growth. “A strong culture of risk management will contribute to achieving growth in a sustainable way that ensures we continue to deliver on our mission.”

EXECUTIVE COMPENSATION

EXECUTIVE RESPONSIBILITIES AND PERFORMANCE

Executive roles and responsibilities include meeting CSR objectives and fulfilling the mission of the company. Executive compensation is therefore tied to our CSR goals.

Our executive leadership team (ELT) is responsible for setting and implementing strategy, advancing our mission, and managing our core business operations in a way that creates shared value for our stakeholders. In addition, the ELT oversees our business and growth strategy, and our risk management practices, including investment risk, liquidity risk, and regulatory compliance risk. Corporate Social Responsibility (CSR) initiatives are all formally part of ELT members' job descriptions, roles, and responsibilities. Because executive compensation is formally tied to CSR objectives, we ensure that our values are part of how we measure success. A portion of executive compensation is linked to our success in overall corporate performance in executing our business strategy and, thus, implicitly linked to advancing our mission.

For information about our CEO pay ratio and the remuneration of members of the ELT, please refer to our disclosures in our annual proxy statement.

BUSINESS ETHICS

The Bank maintains a code of conduct, which covers all employees regarding business ethics. Employees must attest their adherence to the code of conduct within the first week of employment. The code of conduct covers issues such as corruption, antitrust, insider trading, gifts and entertainment, conflicts of interest, money laundering, and more. Training to ensure compliance happens annually. The Bank has numerous policies and procedures to identify corruption. An anonymous ethics hotline is available to all individuals to report alleged unethical behavior. Whistle-blowers receive the protections afforded to them by all FDIC-regulated banks and public companies. The ethics hotline is posted in all public locations and branches throughout the Bank.

BRIBERY AND CORRUPTION

Bribery and corruption are not only against Amalgamated Bank's values, they are illegal and can expose both the employee and the Bank to fines and penalties, including imprisonment and reputational damage. Bribery is the offer, promise, or payment of cash, gifts, or even excessive entertainment, or an inducement of any kind offered or given to a person in a position of trust to influence that person's views or conduct or to obtain an improper advantage. Corruption is dishonest or fraudulent conduct by those in power, typically involving bribery. Bribery is prohibited regardless of the amount, whether or not the other party is a government official and regardless of whether an employee or Bank representative believes that the bribe will somehow benefit the Bank or themselves.

BANK SECRECY ACT AND ANTI-MONEY LAUNDERING

As a financial institution, Amalgamated Bank must maintain anti-money laundering programs that include established internal policies, procedures, and controls, a designated compliance officer, an ongoing employee training program, and testing of the program by an independent audit function. As such, Amalgamated Bank has implemented an enterprise-wide compliance program designed to comply with applicable laws and regulation related to anti-money laundering, counterterrorism financing laws and regulations, and U.S. Treasury's Office of Foreign Assets Control laws.

Amalgamated Bank has established a written Bank Secrecy Act / Anti-Money Laundering and Treasury's Office of Foreign Assets Control Policy that is reviewed and approved annually by our Board of Directors. The Bank requires that all employees comply with the Bank Secrecy Act / Anti-Money Laundering and Treasury's Office of Foreign Assets Control Policy. Formal training is conducted regularly for all Bank employees. Independent reviews are completed regularly to assure compliance with the requirements of the Bank's policy and related procedures.

BUSINESS ETHICS

RESPONSIBLE MARKETING

The Bank is in good standing with federal regulators on all responsible marketing activities applied to depository institutions and is committed to fair marketing practices. The Bank is in compliance with Truth in Lending (Regulation Z), Truth in Savings (Regulation DD), and the Interagency Statement on Non-Deposit Investment Products. All pricing information must be made transparent per Reg Z and DD, which includes the use of clear and bold print. The Bank must comply with the appropriate regulations on customer rejection and is in good standing. There have been no recent controversies. Internal auditors review all marketing materials before and after their posting to ensure accordance with the appropriate regulations.

RESPONSIBLE SALES PRACTICES

The Bank follows strict regulations for responsible sales practices and complies with the New York Department of Financial Services and FDIC Incentive Compensation guidance for all commission payments, bonus payments, and sales targets. Employees are trained on compliance for responsible sales regulations per the mandate of the Bank's regulators. An ethics hotline is available to report inappropriate sales practices.

WHISTLE-BLOWER PROTECTIONS

Should any ethical violations or reporting concerns arise, we have an independent third-party hotline available for 24/7 anonymous reporting. Information for the ethics hotline is posted in all public locations and branches throughout our operations. All reports are taken seriously. We do not tolerate acts of retaliation against any director, officer, or employee who makes a good-faith report of known or suspected acts of misconduct or other violations. More details can be found in the Code of Business Conduct and Ethics available on our website at www.amalgamatedbank.com.

CYBERSECURITY

DATA PRIVACY

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

INFORMATION SECURITY

The Bank must comply with federal and state regulations for data protection and information security and has not experienced a significant breach.

The Bank's Information Security Awareness Program has been designed to enhance delivery of information to customers that they can use to protect themselves from becoming victims of identity theft, and to get help if their personal information has been compromised.

The Information Security Awareness Program for the Bank's employees has been designed to ensure that all employees are aware of their obligations to enforce and adhere to policies and procedures, including the Data Classification and Information Protection Policy, designed to protect sensitive information about the Bank and its customers.

The Bank is committed to continually reviewing its mechanisms to ensure the highest standards of data protection, including annual trainings and policy acknowledgment for all employees.

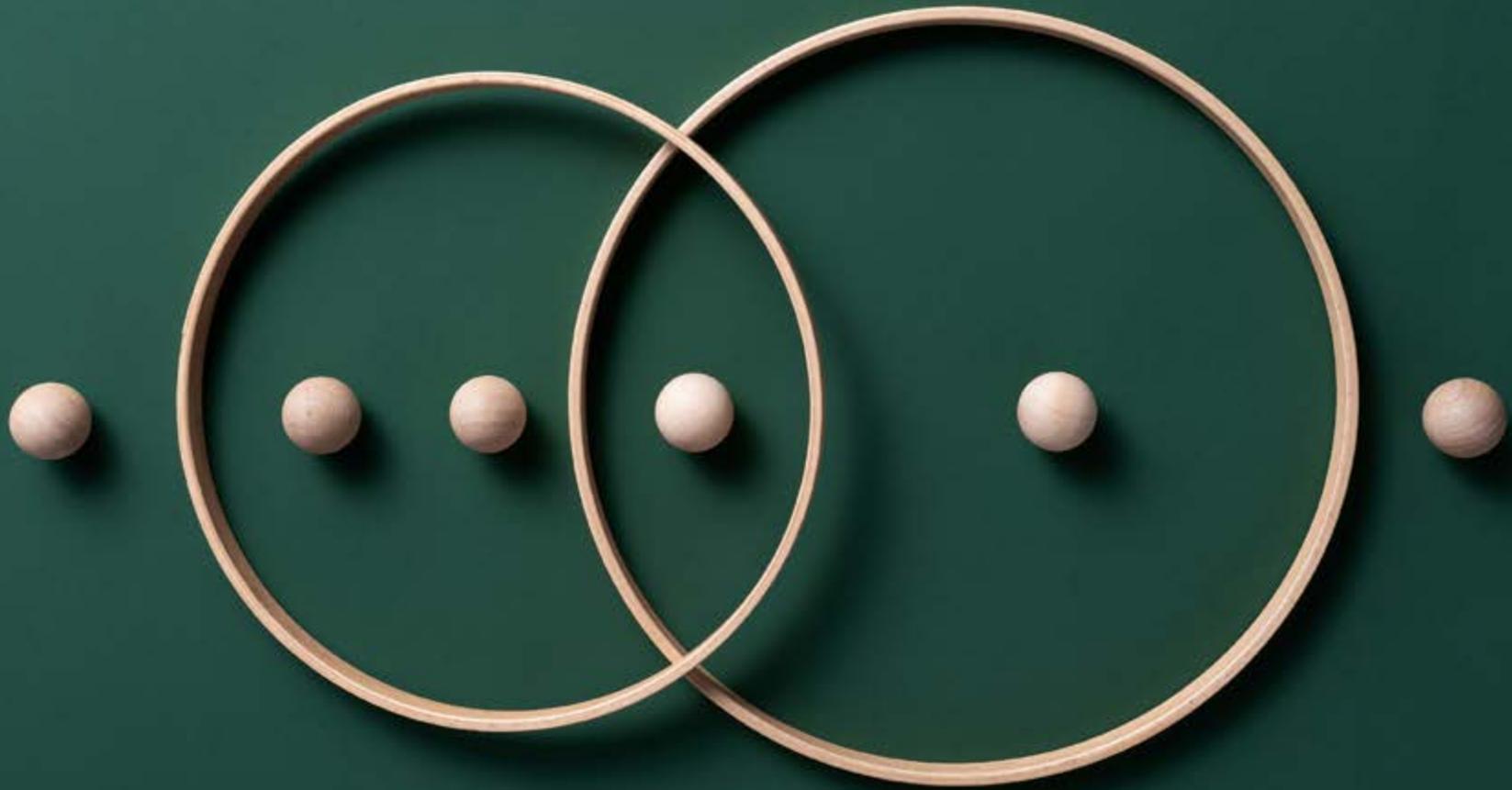
We continually improve our cybersecurity posture and have implemented a multilayered defense strategy to protect customer information as well information technology systems of the Bank. We actively monitor the cybersecurity threat landscape with a focus on the financial services sector for trends and new threats.

Our Information Security Department proactively identifies and monitors systems to analyze risk to the organization and implement mitigating controls where appropriate. Formal security awareness training is conducted regularly to increase overall employee awareness about cyber threats.

In addition to maintaining a defensive cybersecurity strategy, we have a disaster recovery site in an ISO 27001-certified separate colocation data center. We conduct regular business continuity and disaster recovery exercises to ensure our contingency plans support our operational needs and recovery-time objectives.

For more information, please refer to Amalgamated Bank's Privacy Policies, available on its website.

DATA AND INDICES



SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) INDEX

Amalgamated Bank is committed to reporting in alignment with leading ESG frameworks to ensure that our disclosures are consistent with leading best practices and helpful to each of our stakeholders. The Sustainability Accounting Standards Board is one such framework that we are proud to disclose to due to its emphasis on material ESG issues. We are excited to report our inaugural SASB index for reporting year 2021 under the SASB Commercial Banks (FN-CB) Standard.



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DISCLOSURE
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	Quantitative	Number, Percentage (%)	FN-CB-230a.1	0%
	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	FN-CB-230a.2	Please see the cybersecurity section of our report
Financial Inclusion & Capacity Building	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small-business and community development	Quantitative	Number, Reporting currency	FN-CB-240a.1	1) 52 loans 2) \$87.3M
	(1) Number and (2) amount of past-due and nonaccrual loans qualified to programs designed to promote small-business and community development	Quantitative	Number, Reporting currency	FN-CB-240a.2	None
	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Quantitative	Number	FN-CB-240a.3	The Bank does not collect information in a way that would allow us to correlate those accounts to unbanked or underbanked individuals.
	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Quantitative	Number	FN-CB-240a.4	No events due to COVID

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) INDEX



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DISCLOSURE
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis	Commercial and industrial credit exposure, by industry	Quantitative	Reporting currency	FN-CB-410a.1	See page 19 for our lending data
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	Discussion and Analysis	n/a	FN-CB-410a.2	See page 71 for our ESG Standard. We focus on helping individuals fulfill their potential and build stronger communities. The Bank offers several marquee products that emphasize social responsibility, including: significant lending for affordable housing, fossil fuel free investment portfolio, lending to minority-owned businesses, debit card options that allow for money to be diverted to charities. We also consider CRA eligibility, GHG emissions, and whether a deal is in line with our credit policy. We also assign an Impact Sector code to every loan at underwriting and then report concentrations of those codes periodically.
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	Reporting currency	FN-CB-510a.1	\$0
	Description of whistle-blower policies and procedures	Discussion and Analysis	n/a	FN-CB-510a.2	Please see the whistle-blower section of our report as well as our code of business conduct.

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) INDEX



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DISCLOSURE
Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	Quantitative	Basis points (bps)	FN-CB-550a.1	Amalgamated Bank is not identified as a Global Systemically Important Bank (G-SIB), and therefore we've determined that this metric is not relevant to our business.
	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Discussion and Analysis	n/a	FN-CB-550a.2	We conduct a number of scenario analysis and stress tests as part of our capital management plan, which can be referenced in our SEC Form 10-K filing.

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	DISCLOSURE
(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	Quantitative	Number, Reporting currency	FN-CB-000.A	Total bank deposits as of 12/31/21 were \$6,356,255,318
(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and c) corporate	Quantitative	Number, Reporting currency	FN-CB-000.B	a) Personal loans: 3,563 total loans, with value of \$1,091,074,416; b) Small Business loans: 10,891 total loans, with value of \$522,788,924; c) Corporate loans: 421 total loans, with value of \$1,670,922,586

UN SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX

CHANGING FINANCE TO FINANCE CHANGE

The United Nations Sustainable Development Goals (SDGs) represent a global call to action for all stakeholders to address the biggest and most complex challenges of our time. Our mission to be America’s socially responsible bank is closely aligned with multiple SDGs and reflective of our endorsement of the United Nations Principles for Responsible Banking, of which we were a founding signatory. We are committed to creating a more sustainable and just world, not only doing our part to drive progress toward meeting the goals, but also serving as a model others can and should follow.



Here is a subset of UN Sustainable Development Goals that align well with our business and impacts. We’ve included a summary of how our business aligns with these goals, with additional details in the relevant sections of this report.

UN SDG	BUSINESS ALIGNMENT	
	<p>Number 3: Good Health & Well-being</p>	<ul style="list-style-type: none"> • Our response to COVID had a clear emphasis on employee and community health. • Our lending supports a range of organic and natural companies, from fair-trade and organic foods to sustainable fashion and eco-friendly products.
	<p>Number 4: Quality Education</p>	<ul style="list-style-type: none"> • We help individuals increase their financial literacy through free educational programs. • We partner with nonprofits and universities to help young people become career-ready through internships, and educate them about socially responsible banking.
	<p>Number 5: Gender Equality</p>	<ul style="list-style-type: none"> • We undertook a pay-parity analysis in 2020 to affirm equal pay for equal work for all associates. • We wholeheartedly support and cultivate diversity and inclusion in the workplace. • We invest in companies that promote diversity and inclusion. • We prioritize qualified women-owned, minority-owned, LGBTQ+-owned, and other small businesses when hiring suppliers and vendors. • 60% of our workforce identifies as women.
	<p>Number 7: Affordable and Clean Energy</p>	<ul style="list-style-type: none"> • We provide solar and energy efficiency financing. • We do not invest in fossil fuels and support 100% clean energy.



**Number 8:
Decent Work and Economic Growth**

- We prioritize loans to unionized firms and organizations with a responsible contracting policy.
- We lend to the small and micro-businesses that are key drivers of economic growth and job creation.



**Number 10:
Reduced Inequalities**

- We were the first bank to add LGBTQ+ to the definition of board diversity for shareholder voting standards.
- 62% of our workforce identifies as a racial or ethnic minority.
- We provide scaled capital to Community Development Financial Institutions that open up investment opportunities for immigrant communities.
- We participate in Home Financing Programs to enable homeownership for more working people.
- We support the financial integration of immigrants.



**Number 11:
Sustainable Cities & Communities**

- We have several categories of lending that seek to improve sustainability of urban infrastructure and communities, including housing, commercial real estate, and community empowerment and education.



**Number 12:
Responsible Consumption
and Production**

- Our lending due diligence includes review of companies' environmental practices within their organization and of their goods and services.
- Our sustainable procurement and waste reduction practices ensure that we minimize operational waste through composting, recycling, and resource-efficient products.



**Number 13:
Climate Action**

- We are 100% carbon-neutral in our operations for the fourth year in a row.
- We were the first to endorse and one of three U.S. banks to sign the UN Principles for Responsible Banking.
- We are a global leader in the Partnership for Carbon Accounting Financials, publishing our inaugural disclosure in this report.
- We are committed to aligning all of our business practices with the goals of the Paris Climate Agreement.
- We offer a Fossil Fuel Free investment product for consumer and commercial clients.



**Number 17:
Partnership for the Goals**

- In 2020, we joined the Frontline Workers Fund to support essential workers during the COVID pandemic as well as When We All Vote in support of voting rights.

PRINCIPLES FOR RESPONSIBLE BANKING SELF-ASSESSMENT

Reporting and self-assessment requirements	High-level summary of bank's response (limited assurance required for responses to highlighted items)	Reference(s)/Link(s) to bank's full response/ relevant information
<p>PRINCIPLE 1: ALIGNMENT</p> <p>We will align our business strategy to be consistent with and contribute to individuals' needs and society's goals, as expressed in the Sustainable Development Goals, the Paris Climate Agreement, and relevant national and regional frameworks.</p>		
<p>1.1 <i>Describe</i> (high-level) your bank's business model, including the main customer segments served, types of products and services provided, the main sectors and types of activities, and where relevant the technologies financed across the main geographies in which your bank has operations or provides products and services.</p>	<p>Amalgamated Financial Corp. is an American financial institution. We are the largest union-owned bank and one of the only unionized banks in the United States.</p> <p>We offer a complete suite of commercial and retail banking, investment management, and trust and custody services. Our commercial banking and trust businesses are national in scope, and we also offer a full range of products and services to both commercial and retail customers through our three branch offices across New York City, one branch office in Washington, D.C., one branch office in San Francisco, one commercial office in Boston, and our digital banking platform.</p> <p>Amalgamated has traditionally been structured in three corporate divisions: Commercial Banking, Trust and Investment Management, and Consumer Banking. Our product line includes residential mortgage loans, C&I loans, CRE loans, multifamily mortgages, and a variety of commercial and consumer deposit products, including non-interest-bearing accounts, interest-bearing demand products, savings accounts, money market accounts, and certificates of deposit. We also offer online banking and bill payment services, online cash management, safe deposit box rentals, debit card and ATM card services, and the availability of a nationwide network of ATMs for our customers.</p> <p>We currently offer a wide range of trust, custody, and investment management services, including asset safekeeping, corporate actions, income collections, proxy services, account transition, asset transfers, and conversion management. We also offer a broad range of investment products, including both index and actively managed funds spanning equity, fixed-income, real estate, and alternative investment strategies to meet the needs of our clients.</p> <p>Our products and services are tailored to our target customer base that prefers a financial partner that is socially responsible, values-oriented, and committed to creating positive change in the world. These customers include advocacy-based nonprofits, social welfare organizations, national labor unions, political organizations, foundations, socially responsible businesses, and other for-profit companies that seek to balance their profit-making activities with activities that benefit their other stakeholders, as well as the members and stakeholders of these commercial customers. In 2021, we introduced ResponsiFunds, which is a suite of Environmental, Social and Governance (ESG) impact products designed to align our clients' investment growth goals with their organizational values.</p>	<p>2021 CSR Report, Page 5</p> <p>2022 10-K Report, Page 3-4</p>

<p>1.2 <i>Describe</i> how your bank has aligned and/or is planning to align its strategy to be consistent with and contribute to society’s goals, as expressed in the Sustainable Development Goals (SDGs), the Paris Climate Agreement, and relevant national and regional frameworks.</p>	<p>The United Nations Sustainable Development Goals (SDGs) represent a global call to action for all stakeholders to address the biggest and most complex challenges of our time. Our mission to be America’s socially responsible bank is closely aligned with multiple SDGs and reflective of our endorsement of the United Nations Principles for Responsible Banking, of which we were a founding signatory. We are committed to creating a more sustainable and just world, not only doing our part to drive progress toward meeting the goals but serving as a model others can and should follow.</p> <p>Our Net Zero Climate Targets Report outlines our plan for how we expect to build and align with a climate-safe future. The foundation of this work is a plan to measure our impact, to set targets that guide our business and the impact we have in the world, and to be transparent about what this will mean. Our climate work is technical and strategic, but it also honors the heritage of those who work for the future. We are excited to embark on this work, engage with clients to realize our goals, and communicate our progress to our valued stakeholders.</p> <p>We are committed to measuring, reporting, and reducing financed carbon emissions and aligning our lending with the Paris Climate Agreement. We are a member of the Science Based Targets initiative, a joint initiative by CDP, World Resources Institute, the World Wide Fund for Nature, and the United Nations Global Compact, that calls on companies to publicly commit to adopt science-based emissions reduction targets. Amalgamated joined the Collective Commitment to Climate Action, mobilizing products, services, and relationships to help facilitate the economic transition necessary to achieve climate neutrality. We then worked together with fellow UNPRB bank signatories to launch the Partnership for Carbon Accounting Financials (PCAF), a global collaboration between banks to collectively develop a shared methodology to measure and disclose the greenhouse gas emissions associated with loans and investments.</p>	<p>2021 CSR Report, Page 74</p> <p>2021 CSR Report, Page 22</p> <p>Net Zero Climate Targets Report</p> <p>Environmental Disclosures, Page 2</p>
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PRINCIPLE 2: IMPACT AND TARGET SETTING

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products, and services. To this end, we will set and publish targets where we can have the most significant impacts.

2.1 Impact Analysis:

Show that your bank has identified the areas in which it has its most significant (potential) positive and negative impact through an impact analysis that fulfills the following elements:

- a) Scope: The bank's core business areas and products/services across the main geographies that the bank operates in, as described under 1.1, have been considered in the scope of the analysis.
- b) Scale of Exposure: In identifying its areas of most significant impact, the bank has considered where its core business/its major activities lie in terms of industries, technologies, and geographies.
- c) Context & Relevance: Your bank has taken into account the most relevant challenges and priorities related to sustainable development in the countries/regions in which it operates.
- d) Scale and intensity/salience of impact: In identifying its areas of most significant impact, the bank has considered the scale and intensity/salience of the (potential) social, economic, and environmental impacts resulting from the bank's activities and provision of products and services.

Amalgamated Bank identifies relevant areas of positive and negative impact across the entire enterprise through several governance bodies: our Board of Directors, Enterprise Risk Management (ERM) function, and CSR committee.

We engage our stakeholders regularly to assess our relevant risks and opportunities. For more information, please reference our CSR Report.

We report on relevant risks aligned with leading reporting frameworks, including PCAF, TCFD, and SASB. For more information on the topics and their relevant impacts, please review our CSR Report.

2021 CSR Report
"Stakeholder Engagement,"
Page 10

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Impact Analysis.

<p>2.2 Target Setting</p> <p><i>Show that the bank has set and published a minimum of two Specific, Measurable (can be qualitative or quantitative), Achievable, Relevant and Time-bound (SMART) targets, which address at least two of the identified “areas of most significant impact,” resulting from the bank’s activities and provision of products and services.</i></p> <p><i>Show that these targets are linked to and drive alignment with and greater contribution to appropriate Sustainable Development Goals, the goals of the Paris Agreement, and other relevant international, national, or regional frameworks. The bank should have identified a baseline (assessed against a particular year) and have set targets against this baseline.</i></p> <p><i>Show that the bank has analyzed and acknowledged significant (potential) negative impacts of the set targets on other dimensions of the SDG/climate change/society’s goals and that it has set out relevant actions to mitigate those as far as feasible to maximize the net positive impact of the set targets.</i></p>	<p>Amalgamated has set SMART targets in line with some of our significant impact areas to drive alignment with and contribution to the relevant SDGs and the goals of the Paris Agreement.</p> <p>In 2021, we set an ambition to reach net zero emissions by 2045. To achieve this goal, we have set an intermediary climate goal of 49% emissions reduction from our baseline by 2030. To achieve our goals, we are reporting intermediary targets that align with our net zero climate ambition:</p> <ul style="list-style-type: none"> • Reduce both our Commercial Real Estate and Multifamily-financed emissions by 50% by 2030. • Reduce our Mortgage-financed emissions by 47% by year 2030. • Engage with our top 25% of emitters to assess actual performance, sources, and emissions, and discuss emission reduction strategies. • We currently expect to reach absolute zero emissions in our direct operations by year 2030. • Increase our solar financing activities by 217% by year 2030. 	<p>Net Zero Climate Targets Report</p> <p>2021 CSR Report “Net Zero Climate Targets,” Page 24</p>
<p>Please provide your bank’s conclusion/statement if it has fulfilled the requirements regarding Target Setting.</p>		
<p>2.3 Plans for Target Implementation and Monitoring</p> <p><i>Show that your bank has defined actions and milestones to meet the set targets.</i></p> <p><i>Show that your bank has put in place the means to measure and monitor progress against the set targets. Definitions of key performance indicators, any changes in these definitions, and any rebasing of baselines should be transparent.</i></p>	<p>To set science-based targets, companies are required to select a baseline year for emissions reductions.</p> <p>We set our baseline emissions for year 2020, as this is the latest PCAF data we have available for target setting. For each of our emissions categories, we modeled relevant decarbonization strategies and policies to build a pathway model for net zero emissions. These methods and assumptions follow the guidance established by the Science Based Targets initiative and the UN Collective Commitment on Climate Action as adopted by the UN-convened Net Zero Banking Alliance.</p>	<p>Net Zero Climate Targets Report</p> <p>2021 CSR Report “Net Zero Climate Targets,” Page 24</p>
<p>Please provide your bank’s conclusion/statement if it has fulfilled the requirements regarding Plans for Target Implementation and Monitoring.</p>		

<p>2.4 Progress on Implementing Targets</p> <p><u>For each target separately:</u></p> <p>Show that your bank has implemented the actions it had previously defined to meet the set target.</p> <p>Or explain why actions could not be implemented/ needed to be changed and how your bank is adapting its plan to meet its set target.</p> <p><i>Report on your bank’s progress over the last 12 months (up to 18 months in your first reporting after becoming a signatory) toward achieving each of the set targets and the impact your progress resulted in. (Where feasible and appropriate, banks should include quantitative disclosures).</i></p>	<p>To reach our set targets, we are exploring opportunities to invest in clients delivering emissions removal in order to meet the net zero ambition. As emission removal technologies become more accessible to bank financing, we expect business loans in these areas will play a key role in meeting our 2045 target. We intend to focus our emissions removal activities to those that are not tied to the further development or production of fossil fuels, are measurable, verifiable, and permanent, and make a full commitment to protecting the lands and cultures of indigenous and local communities. In accordance with the SBTi guidance, we intend not to use offsets of any kind for portfolio emissions and will execute due diligence on any client-level offsets.</p> <p>We would also like to reinforce that these are our first targets, and we understand that there will be points where we miss or exceed specifics, where conditions and our bank change. Through all of this we will work to keep bending the curve of emissions more aggressively down as the urgency of the science is expected to continue to escalate. Public policy is fundamental. It is a predicate of every bank commitment to the Net Zero Banking Alliance, and therefore we believe it is our obligation to speak out for strong public policy that moves markets and protects our planet. We intend to work alongside other financial institutions willing to follow through on this commitment and hope more will join us.</p>	<p>Net Zero Climate Targets Report</p> <p>2021 CSR Report “Net Zero Climate Targets,” Page 24</p>
<p>Please provide your bank’s conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing Targets.</p>		
<p>PRINCIPLE 3: CLIENTS AND CUSTOMERS</p>		
<p>We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.</p>		
<p>3.1 <i>Provide an overview of the policies and practices your bank has in place and/or is planning to put in place to promote responsible relationships with its customers. This should include high-level information on any programs and actions implemented (and/or planned), their scale, and, where possible, the results thereof.</i></p>	<p>We strengthen communities by offering innovative and affordable solutions to address specific banking and credit needs.</p> <p>As a mission-driven bank, Amalgamated strives to create products that have a triple bottom-line effect: environmental, social, and financial. In addition, the Bank is strictly governed by regulation affecting commercial and consumer banking products that include anti-bribery, spam, bait and switch, privacy, and other elements. Our goal is to support our customers in making an informed choice. Customer satisfaction is important to the Bank and we regularly solicit customer feedback. The Bank has not had a significant violation in this regard.</p> <p>On a regular basis, Amalgamated conducts a review of the social and environmental risk(s) and impact(s) of existing products and/or services to assess if the products continue to deliver benefits to our customers. In addition, Amalgamated is committed to considering and exploring new products and services that serve both shareholders and society.</p>	<p>2021 CSR Report “Stakeholder Engagement,” Page 10</p> <p>2021 CSR Report “Our Customers,” Page 54</p> <p>Social and Governance Disclosures, Pages 6-7</p>

<p>3.2 <i>Describe</i> how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. This should include information on actions planned/implemented, products and services developed, and, where possible, the impacts achieved.</p>	<p>When it comes to creating a comprehensive investment portfolio, we believe in a nuanced and bespoke approach with a focus on evergreen value generation. The six funds created as part of the ResponsiFunds suite are designed to be highly competitive and deeply issue-area-focused. This allows clients access to diverse and efficient investment ESG options to grow and provide their organizations with further resources needed to meet their specific mission. We believe that participating in ESG funds would enable investors to become more engaged advocates in driving change, becoming a partial benefactor for the companies or organizations that are committing themselves to sustainable practices that protect the environment, and tackling social equity issues.</p>	<p>2021 ESG Report “Advocacy Highlights,” Page 62</p> <p>Proxy Report</p>
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PRINCIPLE 4: STAKEHOLDERS

We will proactively and responsibly consult, engage, and partner with relevant stakeholders to achieve society’s goals.

<p>4.1 <i>Describe</i> which stakeholders (or groups/types of stakeholders) your bank has consulted, engaged, collaborated or partnered with for the purpose of implementing these Principles and improving your bank’s impacts. This should include a high-level overview of how your bank has identified relevant stakeholders and what issues were addressed/results achieved.</p>	<p>Our corporate culture fosters an open dialogue across our stakeholder groups, facilitated by both formal and informal channels for communication and engagement. We believe in thoughtful engagement with our various stakeholders, regularly discussing the issues that matter most to them.</p> <ul style="list-style-type: none"> • Employees: cover topics such as business strategy and outlook, the competitive landscape and emerging industry trends, and include a question-&-answer session with management • Customers & Communities: emphasize social responsibility, including: lending for affordable housing, fossil fuel free investment portfolios, green lending, financing for community development financial institutions, lending to minority-owned businesses, and debit card options that allow for money to be donated to charities, among others • Investors: publish financial reports, regulatory filings, and proxy statements that include details of our financial performance and transparent disclosures on our CSR initiatives • Industry Alliances & Affiliations: We work jointly with others in our industry to maximize our combined impact on topics including climate change, financial inclusion, immigrant rights, LGBTQ+ rights, gun safety, workers’ rights, diversity, and community development • Unionized Labor: we regularly engage with the union on topics including workers’ rights, retirement security, and workplace safety 	<p>2021 CSR Report “Stakeholder Engagement,” Page 10</p>
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PRINCIPLE 5: GOVERNANCE & CULTURE

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

<p>5.1 <i>Describe</i> the relevant governance structures, policies, and procedures your bank has in place/ is planning to put in place to manage significant positive and negative (potential) impacts and support effective implementation of the Principles.</p>	<p>Our executive management team is responsible for setting and implementing strategy, advancing our mission, and managing our core business operations in a way that creates shared value for our stakeholders. In addition to overseeing our business and growth strategy, our risk management practices including investment risk, liquidity risk, and regulatory compliance risk, among others. Corporate Social Responsibility (CSR) initiatives and related performance are formally part of their job descriptions, roles and responsibilities. Because executive compensation is formally tied to CSR objectives, we ensure that our values are part of how we measure success. A portion of executive compensation is linked to our success in overall corporate performance in executing our business strategy and, thus, implicitly linked to advancing our mission.</p> <p>Amalgamated Bank is working to instill comprehensive ESG values across the enterprise-wide risk analysis for subsidiaries, including credit, to address scenario modeling and sensitivity analysis. Specifically, Amalgamated maintains a risk rating metric reported to the Board of Directors that monitors ESG risk ratings to ensure that the company continues to progress on improving its scoring. The Board is also aware of Amalgamated Net Zero and SBTi commitments, which will inherently address climate risk. The risk rating will trigger an increase if scoring is changed and then require additional attention to mitigating ESG-related risks.</p>	<p>2021 CSR Report “Active Ownership,” Page 66</p> <p>Social and Governance Disclosures, Page 11</p>
<p>5.2 <i>Describe</i> the initiatives and measures your bank has implemented or is planning to implement to foster a culture of responsible banking among its employees. This should include a high-level overview of capacity building, inclusion in remuneration structures, and performance management and leadership communication, among others.</p>	<p>Our Board of Directors and executive management team recognize the importance of CSR matters and how they impact our stakeholders. The Executive and Corporate Social Responsibility Committee of our Board of Directors assists the full Board in fulfilling its formal oversight responsibilities with respect to the development and implementation of CSR initiatives. On at least a quarterly basis, the Executive and Corporate Social Responsibility Committee reviews our CSR strategy and performance, including:</p> <ul style="list-style-type: none"> (i) development of relevant policies; (ii) effectiveness of corporate social responsibility initiatives; (iii) employee and public communications; and (iv) stockholder engagement. 	

<p>5.3 Governance Structure for Implementation of the Principles</p> <p><i>Show that your bank has a governance structure in place for the implementation of the PRB, including:</i></p> <ul style="list-style-type: none"> a) target-setting and actions to achieve targets set b) remedial action in the event of targets or milestones not being achieved or unexpected negative impacts being detected. 	<p>The CSR Committee is responsible for implementing the principles of the PRB, including goal setting and measuring effectiveness of our programs.</p>	<p>2021 CSR Report “Active Ownership,” Pages 66</p> <p>Social and Governance Disclosures, Page 11</p>
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Please provide your bank’s conclusion/statement if it has fulfilled the requirements regarding Governance Structure for Implementation of the Principles.

PRINCIPLE 6: TRANSPARENCY & ACCOUNTABILITY
We will periodically review our individual and collective implementation of these Principles and be transparent about and accountable for our positive and negative impacts and our contribution to society’s goals.

<p>6.1 Progress on Implementing the Principles for Responsible Banking</p> <p><i>Show that your bank has progressed on implementing the six Principles over the last 12 months (up to 18 months in your first reporting after becoming a signatory), in addition to the setting and implementation of targets in minimum two areas (see 2.1-2.4).</i></p> <p><i>Show that your bank has considered existing and emerging international/regional good practices relevant for the implementation of the six Principles for Responsible Banking. Based on this, it has defined priorities and ambitions to align with good practice.</i></p> <p><i>Show that your bank has implemented/is working on implementing changes in existing practices to reflect and be in line with existing and emerging international/regional good practices and has made progress on its implementation of these Principles.</i></p>	<p>As we embark on this exciting next step in our climate journey, we are determined to make progress year after year toward our 2030 commitments. As part of that commitment, we will publish our progress annually in order to keep our stakeholders and partners abreast of our efforts. To further clarify how we intend to measure success, the figures here show our baseline emissions and the three 2030 financed emissions decarbonization goals we have laid out in the report. In addition, we’ve included our current emissions intensity across the four categories we will be reporting on in the future. With each report, we expect to show our progress toward these important milestones.</p>	<p>Net Zero Climate Targets Report</p>
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Please provide your bank’s conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing the Principles for Responsible Banking.

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX



The TCFD Recommendations are structured around four content pillars: (i) Governance; (ii) Strategy; (iii) Risk Management; and (iv) Metrics & Targets. As America’s socially responsible bank, we are committed to ensuring that climate-related risks and opportunities are properly managed within our business. We have aligned with the TCFD because we believe that it is important that our stakeholders, including our clients, employees, investors, and others, understand how we manage risk and have better insight into the long-term value of the Bank.

GOVERNANCE

Our commitment to proper climate-related risk management means having effective oversight systems in place, such as committees and working groups. We manage and govern environmental and social risks across our business and outline the environmental and social issues that are most relevant to us. Our approach provides clarity and transparency on how we manage these environmental and social risks, including how we identify, measure, monitor, and control these risks.

TCFD recommendation	Disclosure	Link/Source	Additional information
Disclosure of the group’s governance around climate-related risks and opportunities	a) Describe the Board’s oversight of climate-related risks and opportunities.	2021 Annual Report, “Environmental, Social, and Governance Responsibility” chapter 2021 Proxy, “CSR Governance” section 2021 CSR Report, “Corporate Governance” chapter — particularly “Board Oversight of CSR” section	In 2019, we formalized our Board of Directors’ oversight of our ESG activities and communications, which is maintained by our Executive Committee, which we renamed our Executive and Corporate Social Responsibility Committee. In addition, a formal cross-department Corporate Social Responsibility (CSR) Committee was formed of employees responsible for implementing various ESG policies, strategies, and communications. The CSR Committee reports directly to our Executive and Corporate Social Responsibility Committee of the Board of Directors.
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	2021 CSR Report, “Performance” section	Our executive management team is responsible for setting and implementing strategy, advancing our mission, and managing our core business operations in a way that creates shared value for our stakeholders. In addition to overseeing our business and growth strategy, our risk management practices including around investment risk, liquidity risk and regulatory compliance risk, among others, Corporate Social Responsibility (CSR) initiatives and related performance are formally part of their job descriptions, roles, and responsibilities.

STRATEGY

According to the IPCC, the transition to a sustainable, low-carbon economy will require substantial investment from the public and private sectors if we are to meet the international climate goals articulated in the Paris Agreement. A critical part of our strategy at Amalgamated is to focus on engagement strategies for every asset class in our portfolio that meet the requirements for science-based targets. Through industry collaboration like the UN Principles for Responsible Banking (UNPRB), Net-Zero Banking Alliance (NZBA), and Partnership for Carbon Accounting Financials (PCAF), we are proud to have supported the advances in financial climate strategy that paved the way for this moment.

Disclosure of the actual and potential impacts of climate-related risks and opportunities on the group's businesses, strategy, and financial planning	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>2021 Annual Report, "Climate Risk Management" section</p> <p>2021 CSR Report, "Environmental Leadership" chapter — particularly "Net Zero Climate Targets" section</p>	Climate-related risks are composed of (1) transitional risks, which are risks associated with the transition toward a low-carbon economy; (2) physical risks, which consist of the physical impacts from climate change, including increased frequency and severity of natural disasters, sea levels rising, and extreme temperatures; and (3) regulatory risk as local, state and federal policy makers respond to the climate crisis with new regulations and market influence designed to speed up the transition to a low-carbon economy, mitigate climate risk, and protect the economy from climate impacts. These longer-term impacts and events have broad material implications on business operations, supply chains, distribution channels, customers, and markets.
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>2021 Annual Report, "Climate Risk Management" chapter</p> <p>Net Zero Climate Targets Report</p>	These longer-term impacts and events have broad material implications on business operations, supply chains, distribution channels, customers, and markets. The impacts of transition risk can lead to and amplify credit risk or market risk by reducing our customers' operating income or the value of their assets, as well as expose us to reputational and/or litigation risk due to increased regulatory scrutiny or negative public sentiment. Physical risk can lead to increased credit risk by diminishing borrowers' repayment capacity or impacting the value of collateral.
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C-or-lower scenario.	<p>2021 CSR Report, "Environmental Leadership" chapter</p> <p>Net Zero Climate Targets Report</p>	We continue to embed climate risk into our business strategy, and we are committed to ambitious action through risk management programs. Our climate risk mitigation efforts are communicated through our Net Zero Climate Target Report which is our plan to measure our impact, to set targets that guide our business and the impact we have in the world, and to be transparent about what this will mean for our business and operations.

RISK MANAGEMENT

We continue to embed climate risk into our business strategy, and we are committed to ambitious action through risk management programs.

TCFD recommendation	Disclosure	Link/Source	Additional information
Disclosure of how the group identifies, assesses, and manages climate-related risks	a) Describe the organization's processes for identifying and assessing climate-related risks.	2021 Annual Report, "Climate Risk Management" chapter Net Zero Climate Targets Report	Our CSR committee evaluates and manages climate-related risks.
	b) Describe the organization's processes for managing climate-related risks.	Net Zero Climate Targets Report 2021 Amalgamated Environmental Supplement Disclosures	Amalgamated Bank is working to instill comprehensive ESG values across the enterprise-wide risk analysis for subsidiaries, including credit, to address scenario modeling and sensitivity analysis. Specifically, Amalgamated maintains a risk rating metric reported to the Board of Directors that monitors ESG risk ratings to ensure that the company continues to progress on improving its scoring. The Board is also aware of Amalgamated Net Zero and SBTi commitments, which will inherently address climate risk. The risk rating will trigger an increase if scoring is changed and then require additional attention to mitigating ESG-related risks.
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2021 Annual Report, "Climate Risk Management" chapter 2021 CSR Report, "Corporate Governance Section" — particularly "Executive Responsibilities and Performance" section 2021 Amalgamated Social and Governance Supplement Disclosures	

METRICS AND TARGETS

Amalgamated is committed to climate leadership and has set formal targets that strive to achieve net zero emissions in our financing and operations. The foundation of our work is a commitment to measure our impact, to set targets that guide our business and the impact we have in the world, and to be transparent about what this will mean. Many companies and countries have committed to a 1.5-degree temperature outcome that will provide a safe and stable climate. As society has already walked up to that line and is perilously slow to exceeding safe emissions levels, it is more important than ever that climate commitments are supported by hard science and real plans.

TCFD recommendation	Disclosure	Link/Source	Additional information
Disclosure of the metrics and targets used to assess and manage climate-related risks and opportunities	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Net Zero Climate Targets Report	Metrics and current science-based targets are found in our Net Zero Climate Targets Report. We have outlined the core strategies and assumptions behind those targets, including our client engagement, new streams of finance, and expectations for public policy.
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	2021 CSR Report, “Environmental Leadership” chapter — particularly “Greenhouse Gas Inventory” section Net Zero Climate Targets Report	As a financial institution, we calculate climate targets based on our financed (Scope 3) as well as our direct (Scope 1 & 2) emissions. Specifically, these emissions categories are financed emissions and direct emissions. We disclose our emissions directly in our CSR Report and our Net Zero Targets Report.
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2021 CSR Report, “Environmental Leadership” chapter — particularly “Net Zero Climate Targets” section Net Zero Climate Targets Report	For each of our emissions categories, we modeled relevant decarbonization strategies and policies to build a pathway model for net zero emissions. These methods and assumptions follow the guidance established by the Science Based Targets initiative and the UN Collective Commitment on Climate Action, as adopted by the UN-convened Net Zero Banking Alliance.



Global Alliance for
Banking on Values



Please visit amalgamatedbank.com for more information.

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All data as of December 31, 2021, unless otherwise noted.

Amalgamated Bank is dedicated to transparently measuring and managing our impact as a bank. The findings contained in this report may not always be comparable to past or future reports based on the development and changes of methodologies and data sources. For questions about the details of this report please contact our Corporate Social Responsibility office.

Amalgamated Bank (“Amalgamated” or the “Bank”), subsidiary of the Amalgamated Financial Corp. (Nasdaq: AMAL), is a mission-driven New York-based full-service commercial bank and a chartered trust company with a combined network of six branches in New York City, Washington D.C., San Francisco, and Boston. Amalgamated provides commercial banking and trust services nationally and offers a full range of products and services to both commercial and retail customers. All references in this report to the Company and Amalgamated include the Bank.

*Amalgamated Foundation is the name used for the programs and services of the Amalgamated Charitable Foundation, an independent nonprofit public charity. Reflecting their shared commitment to positive social change, Amalgamated Foundation receives charitable contributions from and maintains service agreements with Amalgamated Bank, but is not a program or activity of Amalgamated Bank.

†Consumer investment and consumer insurance products and services are offered through INFINEX INVESTMENTS, INC. Member FINRA/SIPC. Amalgamated Investment Services is a trade name of Amalgamated Bank. Infinex and Amalgamated Bank are not affiliated. Investment products and services made available through Infinex are:

Not Guaranteed by the Bank	Not FDIC Insured	Not a Deposit	Not Insured by Federal Government Agency	May Lose Value Including Loss of Principal
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Other investment products and services provided by Amalgamated Bank’s Investment Management Division are not insured by the FDIC and are subject to investment risks, including the loss of principal amounts invested. This does not constitute an offer to invest or solicitation of an offer to buy interest in a fund. A complete description of a fund’s terms, including risks, are included in the appropriate disclosure documents. Investment products are not insured by the FDIC (or any other state or federal agency), are not deposits, obligations or guaranteed by Amalgamated Bank or any bank or non-bank affiliate thereof, and are subject to investment risks, including the loss of principal amount invested. Consider a strategy’s investment objectives, risks, charges and expenses carefully before investing. Prospective investors should read a fund’s offering materials containing this and other information carefully before investing. Past performance is not indicative of future results.

Cautionary Note Regarding Forward-Looking Statements

Some of the statements in this Report are “forward-looking statements” within the meaning of the federal securities laws. Words and phrases such as “expect,” “plan,” “believe,” “continue,” “committed,” “will,” and variations of such words or similar expressions are intended to identify such forward-looking statements. Forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties and assumptions (“risk factors”) that are difficult to predict with regard to timing, extent, likelihood and degree of occurrence. Therefore, actual results and outcomes may materially differ from what may be expressed or forecasted in such forward-looking statements. We assume no duty to update, amend or clarify forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law. Risks factors include, without limitation the strength of the United States economy in general and the strength of the local economies in which we conduct our operations may be different than expected, including, but not limited to, due to the negative impacts and disruptions resulting from the recent outbreak of COVID-19, on the economies and communities we serve, which may have an adverse impact on the our business, operations and performance, and could have a negative impact on our credit portfolio, share price, borrowers, and on the economy as a whole, both domestically and globally; changes in legislation, regulation, policies, or administrative practices, whether by judicial, governmental, or legislative action; adverse conditions in the stock market, the public debt market and other capital markets could have a negative impact on us; and changes in interest rates. In addition, risk factors include, but are not limited to, the risk factors described in Item 1A of our Annual Report on Form 10-K for 2020. These and other factors are representative of the risk factors that may emerge and could cause a difference between an ultimate actual outcome and a preceding forward-looking statement.