



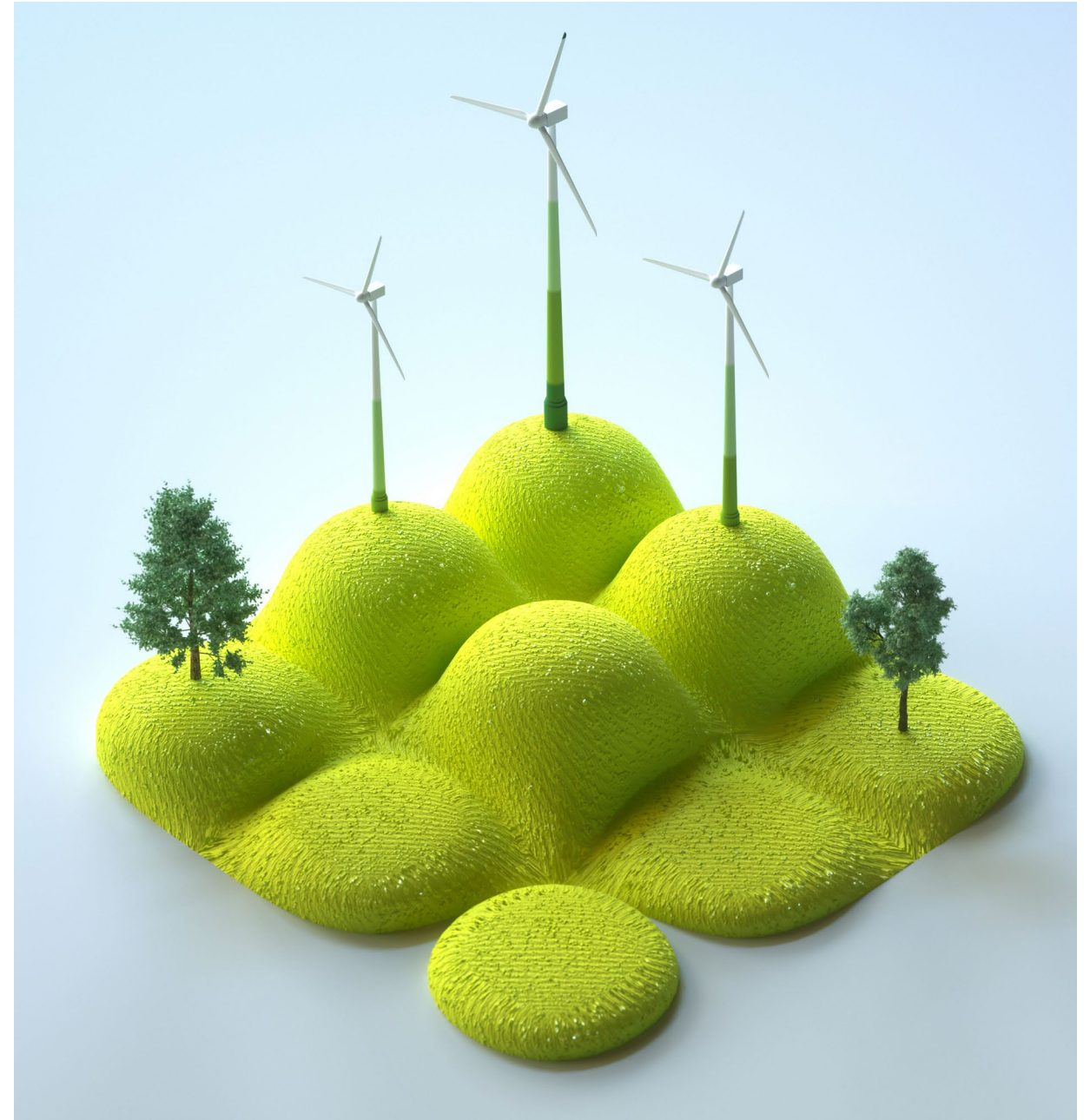
# 20 23 | ESG Summary

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# About This Report

This ESG Summary contains disclosure of relevant environmental, social, and governance (“ESG”) and corporate social responsibility (“CSR”) aspects to Amalgamated Bank. We align our reporting with sustainability reporting standards and frameworks such as the IFRS Foundation Sustainability Accounting Standards Board (“SASB”) Standards for the Commercial Banks Industry, the recommendations of the Task Force on Climate-Related Financial Disclosures (“TCFD”), select United Nations Sustainable Development Goals (“SDGs”) where we believe we have the greatest impact and genuine alignment, and the transparency criteria of the United Nations Principles for Responsible Banking (“UNPRB”), of which we are a founding signatory. This document covers the period January 1, 2023 through December 31, 2023 unless otherwise stated.



# Leadership Letter

It gives me great pleasure to share the work we did in 2023 to make Amalgamated Bank a stronger bank for our investors, a better place to work for our employees, and a better partner with the planet. As ever, our passion and commitment to our clients and their visions for a more just, inclusive, and equitable society guided how we delivered on our mission, how we Bank on Impact.

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Throughout this report you will see the numbers and results that show our conviction that our diversity, equity, and inclusion efforts make us a better team to serve our clients. You will see that sustainability is central to both our values and the way we grow the bank, and that transparency and good governance are the groundwork of our enduring success.

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We recently celebrated 100 years of serving our customers and honoring our legacy by supporting those who are changing the world for the better. This year's corporate social responsibility report is more than an accounting of what we accomplished in 2023. Rather, it is a testament to our stewardship of this great institution and our ability to meet the needs of changemakers who share our belief that the recipe for success in the next 100 years comprises empathy, a long-term vision, and courage to do the right thing by each other and the planet. We were born pushing progress and won't stop; we are changemakers of courage and conviction.



Priscilla Sims Brown  
President & CEO



# About Amalgamated Bank

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 for everyone, regardless of 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 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. Because Amalgamated was the first publicly traded financial services company to become a PBC, our corporation directors have a fiduciary duty—established by statute—to consider a range of stakeholders when making decisions, including but not limited to the corporation’s stockholders. Thus, while a benefit corporation is a for-profit entity, its directors are duty-bound to follow a “triple bottom line” approach to running the business—pursuing profit, promoting one or more public benefits, and considering a range of stakeholders (including the environment) affected by the corporation’s actions. References to “the Bank” refer to Amalgamated Bank, and Amalgamated Bank and Amalgamated Financial Corp. are used interchangeably herein.

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## Mission

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

## Vision

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

## Values

Courage, Conviction, Consistency, Collective Action

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Formed:  
April 14, 1923

Initial Public Offering:  
August 2018

Headquarters:  
New York, NY

Nasdaq:  
AMAL

Offices:  
New York City,  
Washington, DC,  
San Francisco,  
and Boston

## Key Business Activity Metrics

Metric	2023	2022	2021
Assets	\$7.97 billion	\$7.84 billion	\$7.08 billion
Employees	425	409	375
Deposits	\$7.01 billion	\$6.60 billion	\$6.36 billion



# Featured Memberships, Awards, and Recognition

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.

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

Certified



**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

Established by UN Women and the  
UN Global Compact Office



# Responsible Banking





Our core products – lending, investment, and treasury management – serve mission-based clients across a range of impact segments and often serve their bespoke needs. We never undermine the values of our clients or ourselves as we drive performance and impact.

## Approach and Highlights

In 2023 the Bank:

Grew the volume and share of our lending and select balance sheet investments supporting clients in high impact sectors, such as climate solutions workforce and affordable housing.

Completed its B Corporation recertification and increased its score from 115.1 to an overall score of 155.3. The median score for ordinary businesses that complete the assessment is 50.9.

Achieved 100% on the Human Rights Campaign Foundation’s Corporate Equality Index.

For the second year in a row, was heralded as one of the top banks globally for share of revenue generated by sustainability. The Bank continued to grow its lending to climate solutions, reaching 39.2% of our lending and select investments for 2023.

Conducted its second pay equity analysis (published in February 2024), finding no statistically significant pay gaps in our adjusted pay for women and minorities for the second year in a row. The Bank’s pay equity analysis earned an “A” on Arjuna Capital’s most recent Racial and Gender Scorecard, the highest score in the financial sector.

In line with the Bank’s impact focus, the majority of philanthropic donations through the Amalgamated Charitable Foundation was to racial justice, climate, and economic equity causes. Since launching in 2017, the Foundation and its Donor Advised Fund (“DAF”) giving platform have processed grants totaling more than \$184 million.

Engaged companies held by Longview Funds, the Bank’s collective investment funds for which the Bank serves as Trustee, on investor issues relating to climate risk, workplace diversity, freedom of association, and reproductive health.

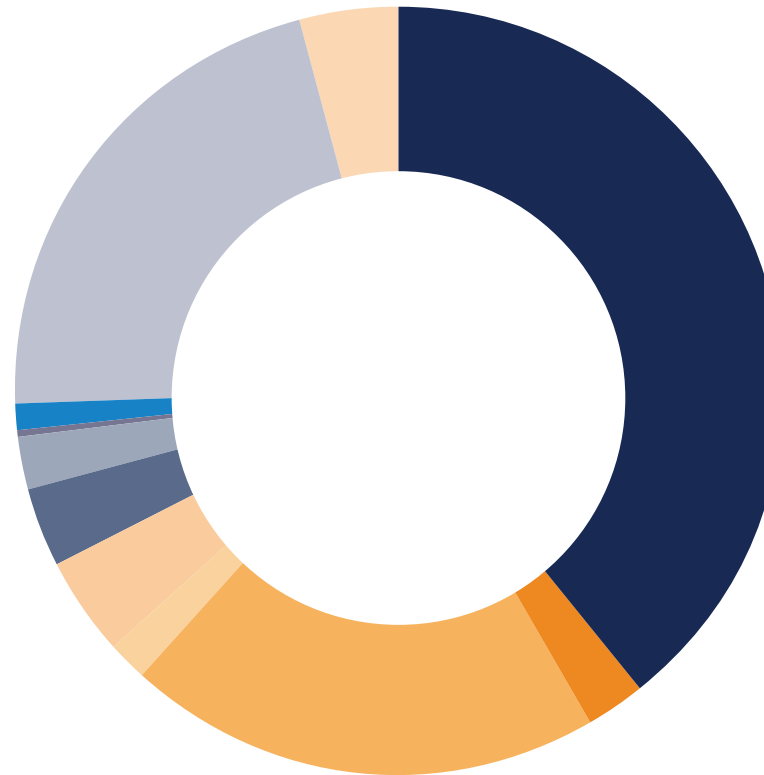
Achieved 100% renewable energy use in direct operations and net-zero emissions for direct scope one and two emissions for the sixth year in a row.

## Lending Activities in 2023

As of December 31, 2023, 69.0% of our lending book meets our definition of “High Impact” and is 100% mission aligned. Additionally, 39.17% of our loans (including PACE assessments) were dedicated to the category of climate protection and 20.05% to workforce & affordable housing.

Climate Protection*	39.2%	■
Education & Community Empowerment*	2.5%	■
Health & Wellness*	0.2%	■
Workforce & Affordable Housing*	20.0%	■
Labor	1.6%	■
Other (Non-Impact)	4.0%	■
Commercial Real Estate	3.4%	■
Land Development	0.1%	■
Multi-Family Housing	2.1%	■
Political*	0.3%	■
Sustainable Commerce*	1.1%	■
Residential Mortgages	21.4%	■
First Time Home Buyer*	4.1%	■
<b>High Impact</b>	<b>69.0%</b>	

\* Indicates high impact



**69%**  
High Impact

**100%**  
Mission Aligned

## B Corporation

Amalgamated Bank has been certified as a B Corporation since 2017. In 2023, the Bank completed its third recertification process and increased its score from 115.1 to 155.3. This is nearly twice the score needed to qualify and over three times the score that B Labs reports as the median for an ordinary company. The assessment looks at a multitude of aspects of the Bank, including impacts on workers, community, environment, customers, and governance.

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### Overall B Impact Score

# 155.3

Based on the B Impact Assessment, Amalgamated Bank earned an overall score of 155.3. The median score for ordinary businesses that complete the assessment is currently 50.9.

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## Responsible Lending Practices

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 regulations 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' 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.

## ESG Credit and Loan Standards

When we choose which companies to lend money to, we consider not only 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 just a smart way to manage risk but also a rigorous method to uphold our commitments as a Public Benefit Corporation under Delaware law. Within the framework of our corporate social responsibility and sustainability policies, we review the environmental and social risks of all loans. The following are examples of criteria for areas in which we choose not to lend. As an overall guiding principle, Amalgamated Bank does not lend to companies that are incongruent with our mission. See further details in the Appendix.

### Amalgamated Bank’s Lending Policy Restrictions



# Investment Management

## Approach

As a signatory to the United Nations Principles for Responsible Investment, our CSR commitment extends to the way we manage investments in line with what our clients expect from America's socially responsible bank.

## Active Ownership

During the 2023 shareholder season, Amalgamated Bank, on behalf of its LongView family of funds, engaged with companies and filed shareholder resolutions on behalf of the Funds in a variety of issue areas: Net-Zero Emissions; Diversity, Equity, and Inclusion; Freedom of Association; and Reproductive Rights. The Bank focused on issues that it stands behind, like climate and workers' rights. For climate issues, the Bank filed proposals asking companies to set carbon reduction targets and reduce their GHG emissions. For workplace equity, the Bank filed proposals asking companies to release more metrics to assess diversity, assess reproductive rights healthcare access, and to support unions and collective bargaining. In total, Amalgamated Bank engaged with 20 companies.



# Environment



# Climate Goals

Our greenhouse gas (GHG) emissions reduction strategy is driven by the following climate targets, which have been validated by the Science Based Targets initiative aligned with a 1.5°C scenario;

- Overall 49% reduction of our total direct and indirect emissions (Scope 1, Scope 2, and Scope 3) by year 2030, against a 2020 baseline.
- Reach absolute zero emissions in our direct operations (Scope 1 target is zero and Scope 2 target is zero) by year 2030.

As a bank, we take a serious approach to reducing the climate impact of our financing. We were the first U.S. bank to set full portfolio targets under the guidelines of the UN Net Zero Banking Alliance. Pursuant to these guidelines, we set a series of asset class GHG emissions reduction targets, modeled and developed in alignment with our ambition to achieve net-zero emissions across all of our activities by 2045.

When we published our climate targets in 2021, we understood from analysis of our baseline emissions that progress on our targets was going to be inherently linked to progress on climate policy, particularly policies that would lead to a cleaner grid and to phasing out the use of gas in the built environment.

To that end, we have been active in supporting federal and state policies that serve that goal. We have been supporters and advocates for what is now the Inflation Reduction Act, including the new \$27 billion Greenhouse Gas Reduction Fund at the Environmental Protection Agency.

We have also supported state climate policies in California, New York, Massachusetts, and Washington, DC. We believe that taking policy action alongside our clients, using our political and financial capital to advance climate action, is central to the Bank making progress on its targets but also for society meeting its climate objectives.

We have avoided trade associations and alliances that oppose climate action and are committed to reviewing all such memberships and associations to ensure their consistency with our values and those of the communities we serve.

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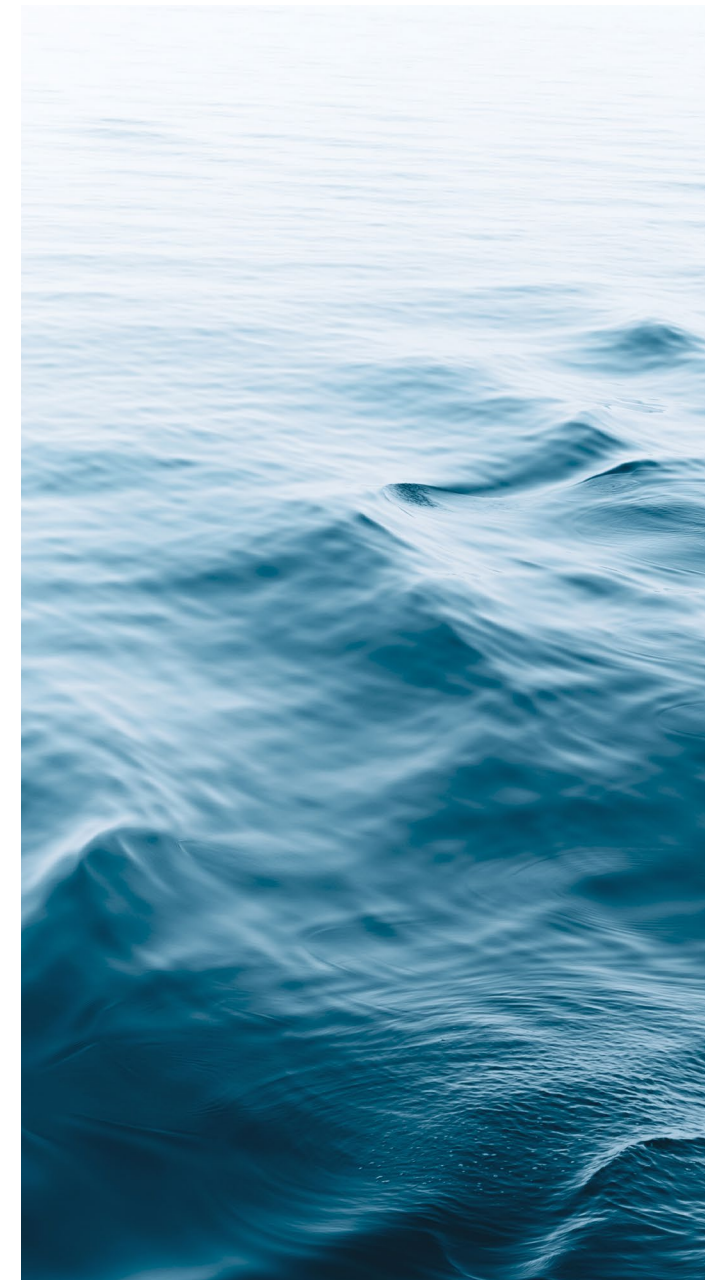
**In 2023, we continued our tradition of environmental leadership by being at the forefront of climate action for the banking community. We continued to drive progress in quantifying the climate impact of our financing, managing our operational emissions, and setting strategy to accelerate the transition to a low-carbon economy.**

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# GHG Emissions Inventory

Metric (MTCO <sub>2</sub> e)	2023	2022	2021
Scope 1 emissions	72.0	86.9	35.5
Scope 2 emissions (location-based)	675.0	590.8	
Scope 2 emissions (market-based)	3.0	35.2	40.3
Scope 3 emissions	5,541.0	7,739.6	371.5
Purchased goods and services	4,884.5	6,501.6	97.0
Capital goods	0.2	0.1	
Fuel and energy-related activities	265.3	269.0	156.2
Upstream transportation and distribution	0.6	3.3	1.0
Business travel	76.9	217.0	58.3
Employee commuting	47.5	47.9	37.1
Upstream leased assets	158.3	66.9	
Downstream leased assets	107.8	87.7	

Our emissions inventory was compiled by a third-party.





## Carbon Offsets

Amalgamated Bank is primarily focused on reducing absolute emissions in our lending and our operations, rather than relying on the purchase of carbon credits or offsets. The last several years of scrutiny of the voluntary carbon markets has reinforced underlying concerns about the practice of offsetting operational emissions. For 2023, the Bank has chosen to continue purchasing high quality carbon removal credits for unavoidable Scope 1 and 2 operational emissions. For Scope 3 emissions we have elected to direct an equivalent amount of funds that otherwise would have been directed to credits, and instead directed those funds to policy efforts in the area of energy efficiency. Going beyond a 1:1 emission compensation, we believe there is greater value per dollar in emission reductions through strategic investments in advancing policies that will decarbonize the real economy in the sectors where we have significant lending exposure.

## Carbon Credit Transactions

Scope 1 and 2 (Direct) emissions have been matched with an investment in to the Boone Forestlands Improved Forest Management Project located in southeast Kentucky. The project is crediting new growth and is tagged on the American Carbon Registry as a carbon Removal. The property is certified under the Forest Stewardship Counsel. This transaction was supported by 3Degrees Group Inc., a certified B Corp helping companies take action on climate change.

Scope 3 operational emissions (Indirect, non-category 15), Amalgamated Bank made a contribution equivalent to \$10 per ton to the American Council for an Energy-Efficient Economy. This is not a direct compensation for absolute emissions, but reflects an investment in advancing research, education and policy that will lead to decarbonization of key sectors of the economy.

## Energy Use

Metric	2023	2022	2021
Total energy use (MWh)	1,854	2,044	2,262
Percentage grid electricity	4.1%	6.0%	4.3%
Percentage renewable (PPA)	95.9%	94.0%	95.7%

# Financed Emissions

This is Amalgamated Bank’s fifth year of disclosing our financed emissions, a key category of Scope 3 emissions in the finance sector, and we are committed to improving our climate impact and playing a leadership role in the industry’s path toward decarbonization. In 2019 we worked with other financial institutions, principally within the Global Alliance for Banking on Values (“GABV”) to launch the Partnership for Carbon Accounting Financials (“PCAF”), the global standard-setter for calculating financed emissions, facilitated emissions, and insurance-associated emissions. PCAF standards are now used across the financial sector to support action and transparency by financial institutions.

The Bank’s reporting of financed emissions has evolved since the first disclosure of 2019 data, increasingly using higher quality purchased data that utilizes property-specific information, grid emission factors and energy usage data to model emissions for our residential and multi-family housing portfolios.

While the Bank has an increasing volume of data to analyze, our experience has also shown that data quality, attribution of financial responsibility, and changing emission factors can also complicate the analysis of absolute emissions from our client portfolios. Even with some of this volatility, the data provides important insights for the bank in managing our climate targets. This volatility has also provided more avenues to explore the complex nature of changing grid emission factors, site-specific data, and allocation factors, and provides important insights for drivers of emissions reduction in the communities we serve.

## 2023 PCAF Analysis and Methodological Narrative

This year we are reporting total Scope 1 and 2 absolute emissions of our clients as 49,943 tons of CO<sub>2</sub>e. This is an increase from the previous year’s emissions of 37,332 tCO<sub>2</sub>e. Our business loan Scope 3 emissions decreased from 27,653 to 18,773 tCO<sub>2</sub>e.

Our avoided emissions increased from 201,947 tons in 2022 to 243,010 tons in 2023. This reflects the growth in our climate solutions portfolio from 36% of total portfolio to 39% alongside overall balance sheet growth.

Our total portfolio emissions intensity has increased modestly to 10.7 tCO<sub>2</sub>e/\$mm for client Scope 1 and 2, reflecting increased grid and emission factors for our residential portfolio. Our scope 3 emissions from business loans decreased to 4.0 tCO<sub>2</sub>e/\$mm. Carbon intensity for business loans, commercial real estate, and multi-family real estate all reduced year over year from 2022 across all emission scopes, while residential real estate rose as a result of a high grid emission factor from EPA and used by the models of our vendor, Constellation Energy Services.

## 2023 PCAF Results

Asset Class	Total Current Principal Balance (in millions)	Covered Current Principal Balance (in millions)	Percent of Coverage	Scope 1 (tCO <sub>2</sub> e)	Scope 2 (tCO <sub>2</sub> e)	Scope 1 plus Scope 2 (tCO <sub>2</sub> e)	Scope 3 (tCO <sub>2</sub> e)	Avoided Emissions (tCO <sub>2</sub> e)	Scope 1 & 2 Emission Intensity (tCO <sub>2</sub> e/M\$)	Scope 3 Emission Intensity (tCO <sub>2</sub> e/M\$)	Avoided Emissions Intensity (tCO <sub>2</sub> e/M\$)	Data Quality Score
Mortgages	\$1,423.3	\$1,423.3	100.0%	16,528	15,962	32,490			22.8			3.3
MF	\$1,146.3	\$1,146.3	100.0%	2,110	3,081	5,191			4.5			5.0
CRE	\$372.9	\$372.9	100.0%	1,094	1,581	2,675			7.2			3.3
Business Loans	\$588.7	\$491.5	83.5%	5,093	4,495	9,588	18,773		19.5	38.2		5.0
Residential Solar	\$461.3	\$461.3	100.0%					(73,817)			(160.0)	5.0
Project Finance	\$453.8	\$344.0	75.8%					(94,401)			(274.4)	2.0
Securities*	\$2,152.8	\$212.7	9.9%					(45,183)			(212.5)	5.0
CPACE*	\$250.0	\$1.8	0.7%					(204)			(114.8)	5.0
RPACE*	\$868.2	\$201.8	23.2%					(29,406)			(145.7)	5.0
<b>Total</b>	<b>\$7,717.2</b>	<b>\$4,655.5</b>	<b>60.3%</b>	<b>24,824</b>	<b>25,118</b>	<b>49,943</b>	<b>18,773</b>	<b>(243,010)</b>	<b>10.7</b>	<b>4.0</b>	<b>-52.2</b>	<b>4.1</b>

\*Covered balance only includes solar financing within these asset classes.

## Assets Under Management: Institutional assets owned by clients and managed by Amalgamated Bank

Asset Class	Total Current Principal Balance (in millions)	Covered Current Principal Balance (in millions)	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
Equity	\$12,621.4	\$12,501.5	99%			\$472,698	\$4,355,038		37.8	348.4		2.0
Fixed Income	\$2,121.9	\$546.3	25.7%			16,848	92,420.77		30.8	169.2		2.0
<b>Total</b>	<b>\$14,823.5</b>	<b>\$13,047.8</b>	<b>88.0%</b>			<b>489,546</b>	<b>4,447,459</b>		<b>37.5</b>	<b>340.9</b>		<b>2.0</b>

## Report Completeness

Our 2023 inventories cover 60.3% of the full portfolio. This is a reduction from 2022, primarily due to growth in the securities and PACE portfolios, which traditionally have insufficient data to calculate an avoided emissions estimate. The portfolio coverage for emitting sectors increased from 89% in 2022 to 97% in 2023.

## Consistency

Our 2023 inventories use the same methodology and operational boundaries as we used previously, but with advances in the availability and quality of data it may not always be possible to make full comparisons.

## Relevance

Our 2023 inventories appropriately reflect the GHG emissions of our company based on the data available, and serve to inform decision-making for our internal climate strategy and for our stakeholders.

## Accuracy

Our 2023 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 2023 inventories used the financial control approach.

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.

In 2023, climate solutions lending and PACE financing grew to account for nearly \$2.19 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, a leading trade association. 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



# Human Capital Management

## Employee Engagement

Engagement surveys are scheduled to occur every 18 months. The next survey is scheduled for September 2024. Our prior survey in December 2022 showed overall increases in employee participation, favorability (a measure of the items rated 4 or 5 by employees), and engagement level. Engagement-related actions have centered on culture, collaboration, compensation and benefits, resources, equipment, and training. Since the last survey, we have revised our corporate values and taken steps to ingrain them into our culture and behaviors. The hybrid work environment at each of our four hubs has allowed many of our engagement actions to be done in person, building upon our culture of collaboration.

## Employee Retention

We are committed to retaining top talent and building a workplace where every person can feel empowered to grow their career. We are pleased that in 2023, we experienced a significant decrease in regrettable turnover at 10% versus 15% in 2022. Regrettable turnover refers to a measure of employees who met performance expectations who chose to voluntarily leave. We attribute this decrease to our continued focus on employee engagement-related actions and culture.

## Training and Development

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. The Bank will reimburse certain tuition costs upon successful completion of the course, up to \$5,250 annually. All full and participating part-time employees who have completed one year of continuous service, prior to beginning any reimbursable course are eligible to participate in the program.

In addition, staff receive access to networking opportunities as well as training in information technology, management skills, diversity and inclusion, data security and privacy, and other relevant skills. All colleagues have the opportunity to participate in the employee-owned career development process. The career development process is supported by the Bank and designed to help colleagues create a career path based on their personal aspirations. We support formal and informal mentorship opportunities under the belief that mentoring programs are one of the most impactful means of growing personally and professionally, and cultivate internal talent for future leadership. We expanded our partnership with The Leader’s Edge to provide leadership coaching and development for high performing/high potential leaders with significant people and strategic accountabilities.



## 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 of our work. We believe collective bargaining is a fundamental right. Approximately 21% 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 per our [Freedom of Association Policy](#). This policy conforms to the UN Global Compact ("UNGC"), in addition, our Human Rights policy was written to be consistent with the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Fundamental Conventions.

## Benefits

Our employees are our greatest asset, and we believe that investing in their wellbeing 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 including a pension and 401(k), employee development programs, career advancement opportunities, and a focus on preserving a work/life balance. Highlights of our 2023 benefit offerings include the following:

### Paid Family Leave and Support

The Bank offers paid family leave, including parental and family care leave, to all eligible employees up to eight weeks. Parental leave is available to any new parent regardless of gender. Additionally, upon returning from parental leave, mothers have access to a private lactation room. The Bank also provides financial support to families going through adoption, surrogacy, or fertility treatments.

### Reproductive Healthcare Travel Benefits

The Bank will reimburse the cost of travel expenses for Amalgamated employees and their dependents who need to travel out of state to access reproductive healthcare, including relevant childcare expenses.

### Military Leave Policy

Amalgamated Bank fully supports our employees who have obligations with armed forces. We provide time off and job protection to eligible employees who serve, as well as unpaid family and medical leave to eligible employees whose spouse, domestic partner, or other family member is called to active duty or recovering from an injury or illness sustained while on active duty.

### Employee Stock Purchase Plan (ESPP)

Full- and part-time employees who work at least 20 hours for at least five months per year are eligible to participate in our ESPP, which allows employees to purchase our stock at a 15% discount from market value each quarter (the maximum benefit allowed by the IRS). When the employees are also a part of the owners, then they have a greater stake towards the success of the company.

### Work/Life Balance

We offer employees the flexibility to work a hybrid work schedule as business needs allow.



## Health and Safety

Amalgamated Bank complies with all OSHA regulations for workplace safety. There were no claims filed in 2023. The Bank annually conducts an audit to verify compliance. The violations of policy are handled by the Chief Risk Officer.

The Bank tracks data related to workplace health and safety and provides training to all employees.

Metric	2023	2022	2021
Total Recordable Incident Rate (TRIR)	0.3	0.3	0.3
Lost Time Incident Rate (LTIR)	0.0	0.0	0.3



# Diversity, Equity, and Inclusion

## Approach and Oversight

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 fosters a work environment that respects and celebrates the unique skills, experiences, and characteristics of our workforce.

### Collective Duties, Shared Obligations

Amalgamated Board of Directors	Chief Executive Officer	Chief Diversity Equity and Inclusion Officer	Chief Human Resource Officer	Diversity Leadership Council	Employee Resource Groups
<ul style="list-style-type: none"> <li>Oversees DEI strategy and performance</li> <li>Provides feedback and guidance on strategy</li> </ul>	<ul style="list-style-type: none"> <li>Is the Executive Sponsor of DEI</li> <li>Establishes alignment with the Board</li> <li>Ensures organization-wide cascading of the DEI strategy</li> <li>Provides resources as needed to implement the DEI strategy</li> <li>Is responsible for metrics and action plan</li> </ul>	<ul style="list-style-type: none"> <li>Is a member of the Executive Leadership Team</li> <li>Develops the DEI strategy along with the CEO, Chief Human Resources Officer and Executive Team</li> <li>Implements DEI strategy and communications</li> <li>Establishes external DEI networks</li> <li>Provides advice and counsel to ERGs to help foster a diverse community</li> </ul>	<ul style="list-style-type: none"> <li>Integrates diversity, equity, and inclusion into the organization’s people strategy and processes through partnership with the Chief DEI Officer, CEO, and Executive Team</li> <li>Reports to the Board at each regularly scheduled meeting to further support their oversight of diversity</li> </ul>	<ul style="list-style-type: none"> <li>Leverages resources across its department and understands the strategy</li> <li>Helps drive the organizational change necessary to achieve the strategy</li> <li>Helps drive accountability</li> </ul>	<ul style="list-style-type: none"> <li>Provide a supportive and inclusive space for employees with shared characteristics or experiences</li> <li>Help foster a community of inclusion</li> <li>Provide key insights for DEI needs and strategy effectiveness</li> <li>Promote Diversity &amp; Inclusion</li> <li>Contribute to the overall success and well-being of the organization and its employees</li> </ul>

Our five Employee Resource Groups (ERGs) are a critical part of strengthening the inclusiveness of our company culture, and we are proud of their continued leadership and activity. Our employee resource groups are as follows:

#### **Empowering People of Color (EPOC)**

Provides, promotes, and expands opportunities for minority employees by sharing information, facilitating career development, promoting awareness, and influencing growth in a supportive and safe environment.

#### **PRIDE**

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

#### **Green Team**

Builds awareness of environment and sustainability issues, advocates for more sustainable corporate practices, and holds educational activities to activate employees in adopting sustainable practices in and out of the office.

#### **Women's Employee Resource Group**

Cultivates an inclusive environment that supports and encourages women to advance their skills and leadership potential through empowered connections, mentorship, collaboration, and discussion.

#### **Pathway To Success**

Provides a platform for newly hired team members to come together, talk about their experiences, ask questions, and get the resources and support they need to successfully navigate their transition period. This ERG is also open to current employees who are looking for resources to support themselves and develop skills to grow within the company.



## DEI in Our Culture and Brand

Amalgamated Bank is committed to nurturing a strong corporate culture and the diversity and strength of our workforce. In 2023, we are proud to have achieved a 100% rating from the Human Rights Campaign Corporate Equality Index for the fifth year in a row. We are a signatory to the Women's Empowerment Principles, an initiative of UN Global Compact and UN Women to promote gender equality and women's empowerment in the workplace.

## DEI in Talent Acquisition, Promotion, and Development

### Talent Acquisition

- The Talent Acquisition Team at Amalgamated is an entirely diverse group of employees. This diversity provides us the opportunity and leverage to view our recruiting process through a variety of lenses. Our external recruiters are also diverse and specialize in diversity recruiting.
- To reach a more diverse candidate pool, we have implemented broader recruitment strategies, including partnerships with institutions that support underrepresented groups. We also practice inclusive interviewing techniques to ensure a candidate's interview panel is diverse and inclusive.
- All job listings are accessible to employees via our intranet, and we reward employee recommendations by paying referral fees when an applicant is successfully placed and has completed their probation period.

Amalgamated Bank has taken actions to enhance the growth and promotion of its diverse workforce. Here are a few of the initiatives:

### Career Development Plans for All Employees

Career development plans enable us to expand upon opportunities to support the professional growth of our employees through career plans that support individual career aspirations.

### Employee Resource Groups

As discussed above, our ERGs are a critical part of strengthening the inclusiveness of our company culture and foster the engagement and leadership development of diverse employees.

### Performance Evaluations and Feedback

Amalgamated values employee goals and is committed to providing objective ratings and transparent and unbiased feedback. These are also critical to the development of our employees. Human Resources business partners are engaged with the business leaders to review non-union employee ratings within divisions, and they provide added objectivity to the ratings process. Our employment practices for union employees are governed by our collective bargaining agreement. Additionally, the executive leaders who comprise our Steering Committee review and calibrate cross-divisional ratings at the enterprise level.

### Diversity, Equity, & Inclusion Training for All Employees

DEI training is a critical component of an inclusive and equitable workplace, as it highlights the value of diversity and inclusion and holds leaders and managers accountable. At Amalgamated, all employees are required to complete interactive DEI training.

### Promotion Process

The Steering Committee, comprising a diverse group of executives who directly report to the CEO and oversee our major business lines, evaluates all annual promotion recommendations and offers insights to inform the final approval process.

## Supplier Standards and Diversity

In 2023, the Bank updated its Supplier Code of Conduct and onboarded third-party resources to assist in assessing the diversity of vendors and increase our ability to manage ongoing certification of vendors and compliance with the Bank's supplier policies. 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.

At Amalgamated Bank we are deeply committed to promoting inclusivity and diversity within our supply chain. We firmly believe that embracing diversity among our suppliers is crucial for driving innovation, nurturing creativity, and fostering economic growth within our community. Our primary focus is on creating opportunities for minority-owned, women-owned, LGBTQ+ owned, veteran-owned, and small businesses to actively participate in our procurement process.

Our supplier diversity program is designed to uphold principles of fairness, equity, and transparency in our vendor selection procedures. We actively seek to collaborate with suppliers from diverse backgrounds to ensure that our supply chain mirrors the diverse communities we serve. We value the unique perspectives and contributions that diverse suppliers bring to our organization and strive to empower them to succeed.

By prioritizing supplier diversity, we enrich our supply chain and make a positive impact on the broader business ecosystem. We are committed to building long-lasting relationships with diverse suppliers, supporting their growth and development, and creating a more inclusive marketplace for all.

Diversity is not just a goal for us; it is a core value that guides our actions and decisions. We are dedicated to championing diversity and inclusion in all aspects of our business, and our supplier diversity initiative is a testament to that commitment.

We have launched a Supplier Diversity Program to track and improve our spending with diverse businesses. As a baseline, our 2023 tier one diverse spend was 4.1%.

We recognize the contributions that M/WBEs and small businesses make to economic growth through expansion of the business sector, job creation, and innovation and competition. Therefore we have committed to the expansion of our program by introducing Tier 2 and M/WBE-targeted outreach.

## Pay Equity at Amalgamated

The Bank is committed to pay parity and in 2020 conducted its first pay equity audit. Amalgamated published a [pay equity analysis](#) covering its 2022 compensation year, examining adjusted and median pay gaps for race and gender. The most useful view into pay equity is on an adjusted basis. In this analysis we were trying to compare like for like, ensuring people are being paid equally while accounting for legitimate job-related factors that drive compensation decisions, such as job role, experience, and tenure.

The analysis of 2023 compensation found that there continues to be substantial parity in our adjusted pay for women and minorities. The adjusted female salary was 98 cents on the dollar of the adjusted male compensation. Similarly, on an adjusted basis, minorities earned 98 cents on the dollar compared to non-minorities. Pay disparities in the financial sector often are more apparent when looking at total compensation, rather than simply a base salary. All of the data we are reporting is based on total pay: inclusive of salary, bonus, and equity awards. This reflects a best practice for pay equity disclosures. The 2022 analysis, published earlier in the year, earned the Bank an “A” on Arjuna Capital’s Racial and Gender Pay Scorecard, the highest score in the Financials sector.

Management uses this analysis as part of its approach to ensuring equity across our workforce and respecting the value of each and every team member.

### 2023 Pay Ratios

Protected Group	Comparator Group	Union/Non- Union	Median Unadjusted	Adjusted
Female	Male	Union	1.04	1.01
Female	Male	Non-Union	0.82	0.97
Female	Male	Total	0.88	0.98
Minority	Non-Minority	Union	0.85	0.99
Minority	Non-Minority	Non-Union	0.70	0.98
Minority	Non-Minority	Total	0.74	0.98

# Employee Demographic Data

Our disclosures align with EEO-1 reporting. 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 continuing to diversify senior management. The Bank is also disclosing additional workforce-related data on hiring, promotion, and departures. This additional data shows that Amalgamated is committed to a diverse workforce and is able to hire, retain, and foster positive outcomes for all employees.

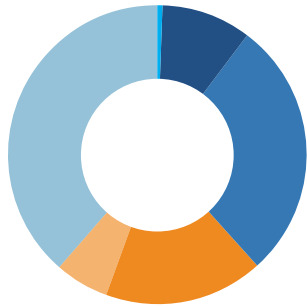
## Employee Breakdown by Gender

Metric	Female	Male	Not Specified
EVP and Above	45.45%	54.55%	0.00%
SVP and Above	41.46%	58.54%	0.00%
<b>Total Employees</b>	<b>58.12%</b>	<b>41.65%</b>	<b>0.24%</b>

## Employee Breakdown by Race

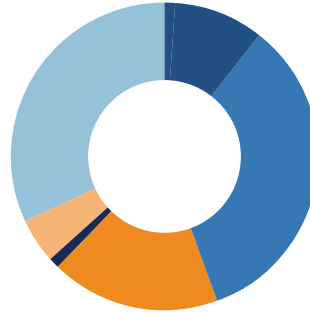
Metric	White	Black or African American	Asian	Hispanic	Two or more races	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander
EVP and Above	36.36%	18.18%	27.27%	9.09%	9.09%	0.00%	0.00%
SVP and Above	53.66%	21.95%	12.20%	7.32%	4.88%	0.00%	0.00%
<b>Total Employees</b>	<b>37.18%</b>	<b>26.59%</b>	<b>14.59%</b>	<b>17.41%</b>	<b>3.53%</b>	<b>0.71%</b>	<b>0.00%</b>

### Hires by Race



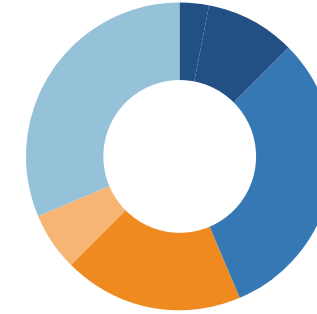
- 01 American Indian or Alaska Native
- 13 Asian
- 38 Black or African American
- 23 Hispanic
- 00 Native Hawaiian or Other Pacific Islander
- 08 Two or more races
- 52 White

### Departures by Race



- 00 American Indian or Alaska Native
- 08 Asian
- 29 Black or African American
- 15 Hispanic
- 01 Native Hawaiian or Other Pacific Islander
- 04 Two or more races
- 27 White

### Promotions by Race



- 00 American Indian or Alaska Native
- 03 Asian
- 10 Black or African American
- 06 Hispanic
- 00 Native Hawaiian or Other Pacific Islander
- 02 Two or more races
- 10 White

### Hires by Gender



- 67 Male
- 67 Female
- 01 Non-Specific

### Departures by Gender



- 38 Male
- 46 Female
- 00 Non-Specific

### Promotions by Gender



- 15 Male
- 16 Female
- 00 Non-Specific



# Amalgamated Giving

To ensure that Amalgamated Bank’s charitable dollars further our mission and values, we do our giving both through the Amalgamated Foundation, tapping into the leadership and expertise of the Foundation staff in crafting a giving strategy for maximum impact for meaningful social change, and through direct support of organizations in the communities we serve. In 2023, the Bank directly donated \$572,550 to the Foundation and an additional \$394,600 in community development grants in the areas of affordable housing, economic development and community services.

Founded in 2017 as an independent charitable giving organization, the Amalgamated Foundation (“Amalgamated Foundation” or “the Foundation”) is committed to providing resources to the front lines of social change. The Foundation is not a subsidiary or affiliate of the Bank.

In addition to managing and directing Amalgamated Bank’s 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. Supported in large part by the management of its Donor-Advised Fund platform, the Foundation delivered 4,333 grants for a total of \$184 million in philanthropic support in 2023, a 16% increase from 2022. The Foundation focuses its giving on democracy and racial justice, climate and sustainability, and workers’ rights and economic justice. For more information on the Amalgamated Foundation please visit [amalgamatedfoundation.org](https://amalgamatedfoundation.org)

**4,333**

grants delivered

**\$184M**

in philanthropic support

**16%**

increase in the number of grants from 2022



**amalgamated**  
FOUNDATION



# Governance

# Corporate Governance

## Board Composition

Board of Directors. Nine directors are independent; as a group, independent directors have an average tenure of approximately 4.6 years of service. We maintain a Board tenure policy (within our Corporate Governance Principles) as a means of ensuring that our Board of Directors is renewed regularly with fresh perspectives. The Board of Directors generally will not nominate for re-election any non-owner independent director who is in their 10th year of service on the date of election to which such nomination relates. This approach strikes a balance between retaining directors with deep knowledge of the Company while adding directors who may bring an innovative outlook.

**67**

Average Age

**4.6 years**

Average Tenure

**7 out of 13**

Gender Diversity

**4 out of 13**

Racial Diversity

**9 out of 13**

Board Independence

**100%**

Standing Committee Independence

## Corporate Governance Best Practices

- Board oversight of ESG
- ESG integrated into executive compensation
- Director overboarding limits
- Stock ownership requirements for executives and directors
- Continuing education and onboarding programs for directors
- 10-year Board tenure limit
- Stockholder engagement program
- Annual election of all directors
- Majority voting
- Annual Board and Board Committee review/self-evaluation
- Annual performance assessment of the CEO by independent directors
- Clawback policy
- Director resignation policy
- Lead Independent Director/Separate CEO and Chair Roles
- Proxy access
- Stockholder right to call special meeting if administrative conditions precedent have been met
- One-share, one-vote
- Stockholder right to act by written consent

## CSR in Executive Compensation

Executive roles and responsibilities include meeting CSR objectives and fulfilling the mission of the Company.

The Compensation Committee approves our compensation strategy and philosophy, and the compensation elements and programs for our named executive officers and other senior executives. The Compensation Committee is responsible for the review and approval of the CEO's compensation after review of the corporate goals and objectives and the CEO's performance. Our programs are designed to provide attractive and flexible compensation that reflects our emerging growth and the need to attract and retain high-caliber talent.

For information about the remuneration of executives, please refer to our disclosures in our annual proxy statement.

## CSR Oversight

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 Board of Directors has formal oversight responsibilities with respect to the development and implementation of CSR initiatives. On at least a quarterly basis, the full Board reviews our CSR strategy and performance, including:

- development of relevant policies;
- effectiveness of corporate social responsibility initiatives;
- employee and public communications, and
- investor engagement.

The Bank's management-level CSR Committee, which includes its president and CEO and other members of our executive and senior management team, is responsible for the promotion, implementation and management of Amalgamated Bank's environmental and social programs and disclosures, and for reporting on activities and results to the Board of Directors on a routine basis.

# Business Ethics

## Business Ethics Program

Our [Code of Business Conduct and Ethics](#) provides an overview of our expectations regarding issues such as corruption, antitrust, insider trading, gifts and entertainment, conflicts of interest, money laundering, and other issues. The Code covers all employees, who must attest their adherence to the Code within their first week of employment and annually complete ethics training. The business ethics program is overseen and regularly reviewed by the Audit Committee of the Board of Directors. The Board of Directors also reviews and attests to the Code of Ethics on an annual basis.

## Anti-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. We define bribery and corruption in the following ways, which inform the development of our policies and programs:

- 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.

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. Amalgamated Bank has implemented an enterprise-wide compliance program designed to comply with applicable laws and regulations related to anti-money laundering, counterterrorism financing laws and regulations, and the 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 (including that related to bribery and corruption) 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.

## Whistleblower Protections

Should any ethical violations or reporting concerns arise, we have an independent third-party grievance hotline available for 24/7 anonymous reporting. Information about the ethics hotline is posted in all public locations and branches throughout our operations, as well as on the Bank's intranet and publicly on our website, and in the Bank's Code of Business Conduct and Ethics. 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 concerning oversight of the ethics hotline and how reports are processed can be found in the Code of Business Conduct and Ethics, pgs. 15-17 and here: <https://ir.amalgamatedbank.com/static-files/66492762-a861-4d9e-b8d2-425efeb04895>.

## Responsible Marketing

The Bank complies with all state and federal regulatory requirements for 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 Regs Z and DD, which includes the use of clear and bold print. The Bank must comply with the appropriate regulations on customer rejection. There have been no recent sanctions or fines or material marketing controversies. The Legal and Compliance Departments review all marketing materials before posting them 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 with responsible sales regulations per the mandate of the Bank's regulators. As detailed on pg. 38, an ethics hotline is available to report inappropriate sales practices.

## Anti-Money Laundering

The Bank has a robust anti-money laundering program including Customer Due Diligence and Know Your Customer procedures.

# Human Rights

Upholding workers' rights is a cornerstone commitment to the way we conduct our business at Amalgamated Bank. Our [Human Rights Statement](#), prepared in accordance with the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Fundamental Principles and Rights at Work, details our policies and expectations for the respect of human rights in our relationships with employees, suppliers, and the communities where we operate.

At the product level, the Bank engages in shareholder activism against child labor, in addition to holding strict policies for its own operations. We have policies and due diligence processes to prevent and monitor the illegal use of our products and services, including abuse that may result in human rights violations.

# Data Protection

We are committed to implementing leading data protection standards to maintain the privacy and security of our customers' information.

## Data Privacy

All information the Bank collects 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. Our [Privacy Policy](#) details the rights of our customers with regard to control of their personal data and information regarding the collection, use, and sharing of this information.



## Information Security

The Bank’s Information Security Program has been designed in compliance with industry effective practices, regulatory requirements, and the Bank’s information policies to protect the confidentiality, availability, and integrity of customer information and data. The Bank is committed to continually reviewing its mechanisms to ensure the highest standards of data protection.

Our Information Security Department proactively identifies and monitors systems to assess risks to the organization and implement mitigating controls where appropriate, including but not limited to:

- 24/7/365 cyber security operations to monitor any cyber alerts and/or threats;
- comprehensive training and awareness campaigns for all staff on data security, and controls to enforce compliance with the Bank’s information security policies;
- formal security awareness training is conducted regularly to increase overall employee awareness about cyber threats; and
- the Bank’s information security program is presented on a quarterly basis to the Board's Risk Committee.

In addition to maintaining a thorough cybersecurity strategy, the stability of the Bank’s information technology is assessed and maintained through various controls, such as:

- Disaster recovery site in a separate colocation data center.
- Regular business continuity and disaster recovery exercises to ensure our contingency plans support our operational needs and recoverytime objectives.
- All staff, including contractors, must comply with bank’s information security policies. All contractual engagements involving direct or indirect access to the Bank’s data and/or system is subject to contractual security obligations and these are binding to all personnel assigned to the Bank’s third party engagement.
- Third-party network penetration testings are performed annually. The most recent one was completed in October 2023.
- Our information security program is subject to annual audit by our internal audit team in addition to regulatory examinations and annual review as part of our annual financial audit.





# Appendix

# Sustainability Accounting Standards Board (SASB) Index

Amalgamated Bank is committed to reporting in alignment with leading ESG standards and frameworks to ensure that our disclosures are consistent with leading best practices and helpful to each of our stakeholders. The IFRS Foundation Sustainability Accounting Standards Board is one such reporting standard that we are proud to disclose to due to its emphasis on material ESG issues. We are excited to report our SASB index for reporting year 2022 under the SASB Commercial Banks (FN-CB) Standard.

Topic	Metric	Code	Disclosure
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	FN-CB-230a.1	(1) 0 (2) 0% (3) 0
	Description of approach to identifying and addressing data security risks	FN-CB-230a.2	Please see the Information Security section of this report, on pg. 40
Financial Inclusion & Capacity Building	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small-business and community development	FN-CB-240a.1	(1) 40 loans (2) \$186.9 million
	(1) Number and (2) amount of past-due and nonaccrual loans qualified to programs designed to promote small-business and community development	FN-CB-240a.2	(1) 3 loans (2) \$18.0 million

Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers

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.

Commercial and industrial credit exposure, by industry

FN-CB-410a.1

See the Responsible Banking section of this report, p. 9, for a summary of our lending data.

Incorporation of Environmental, Social, and Governance Factors in Credit Analysis

Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis

FN-CB-410a.2

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, and 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 assign an Impact Sector Code to every loan at underwriting and then report concentrations of those codes periodically. See the Responsible Banking section of this report, pgs. 9-14, for further information.

	<p>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</p>	<p>FN-CB-510a.1</p>	<p>There have been no material losses.</p>
<p>Business Ethics</p>	<p>Description of whistle-blower policies and procedures</p>	<p>FN-CB-510a.2</p>	<p>Should any ethical violations or reporting concerns arise, we have an independent third-party hotline available for 24/7 anonymous reporting. Information about 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.</p>
<p>Systemic Risk Management</p>	<p>Global Systemically Important Bank (G-SIB) score, by category</p>	<p>FN-CB-550a.1</p>	<p>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.</p>
	<p>Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, longterm corporate strategy, and other business activities</p>	<p>FN-CB-550a.2</p>	<p>We conduct a number of scenario analyses and stress tests as part of our capital management plan, which can be referenced in our SEC Form 10-K filing.</p>

## Activity Metrics

Metric	Code	2023	2022
Deposits	FN-CB-000.A	\$7,012.0 million	\$6,595.0 million
Loans, by segment	FN-CB-000.B		
Number of personal loans	FN-CB-000.B	18,569	18,335
Value of personal loans	FN-CB-000.B	\$1,927.8 million	\$1,869.2 million
Number of small business loans	FN-CB-000.B	171	116
Value of small business loans	FN-CB-000.B	\$232.5 million	\$243.7 million
Number of corporate loans	FN-CB-000.B	903	407
Value of corporate loans	FN-CB-000.B	\$2,305.3 million	\$2,029.6 million

Prior year results have been restated to align with updated categorization of select consumer and small business loan portfolios.

# Task Force on Climate-Related Financial Disclosures (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	Response
<p>a) Describe the Board’s oversight of climate-related risks and opportunities.</p>	<p>In 2019, we formalized our Board of Directors’ oversight of our ESG activities and communications. 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 Chair of our CSR Committee reports to the Board at all regularly scheduled meetings.</p>
<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</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 those related to 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.</p>

## 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 meets 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.

### TCFD Recommendation

### Response

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Climate-related risks are composed of (1) transitional risks, those 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 for 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.

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.

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, set targets that guide our business and the impact we have in the world, and 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

### Response

a) Describe the organization’s processes for identifying and assessing climate-related risks.

Our CSR committee evaluates and manages climate-related risks.

b) Describe the organization’s processes for managing climate-related risks.

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 Bank continues to progress on improving its scoring. The Board is also aware of Amalgamated’s net-zero and SBTi commitments, which will inherently address climate risk. The risk rating will trigger an increase if scoring is changed and will 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.

The core elements of the Bank’s ESG framework have been incorporated into the risk universe and will be considered in determining where ESG-related risks impact and are aligned with the Bank’s strategy and business priorities, risk appetite, and leveraging ESG subject matter experts. In 2022 we conducted a materiality assessment to assess risks across different environmental, social, and governance topics.



## Metrics and Target

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 close to exceeding safe emissions levels, it is more important than ever that climate commitments are supported by hard science and real plans.

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a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

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.

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b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.

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. Please refer to the Climate Goals section of this report, p.15.

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c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.



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. Please refer to the Climate Goals section of this report, p.15.

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# United Nations Sustainable Development Goal (UN 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	2023 Business Alignment
 <p data-bbox="349 868 618 941">SDG 4: Quality Education</p>	<ul data-bbox="779 844 2553 974" style="list-style-type: none"> <li>• We help individuals increase their financial literacy through free educational programs.</li> <li>• We partner with nonprofits and universities to help young people become career-ready through internships, and educate them about socially responsible banking.</li> </ul>
 <p data-bbox="349 1222 591 1295">SDG 5: Gender Equality</p>	<ul data-bbox="779 1063 2553 1453" style="list-style-type: none"> <li>• We undertook a pay-parity analysis, published this year, to affirm equal pay for equal work for all associates.</li> <li>• We wholeheartedly support and cultivate diversity and inclusion in the workplace.</li> <li>• We invest in companies that promote diversity and inclusion.</li> <li>• We prioritize qualified women-owned, minority-owned, LGBTQ+-owned, and other small businesses when hiring suppliers and vendors.</li> <li>• 58% of our workforce identifies as women.</li> <li>• 17 of 41 of our senior management positions are held by women.</li> <li>• 5 of 11 of our executive management positions are held by women, including our CEO.</li> </ul>



**SDG 7:**  
Affordable and  
Clean Energy

- We do not invest in fossil fuels
- We fund: solar, wind, efficiency, battery, geothermal, biofuel, and fuel cell projects
- Our funding of clean energy projects totaled over \$2 billion in 2023 and represents over 39% of our lending portfolio (including PACE assessments).



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

- We provide 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.
- We published a pay equity report for 2023 and 2024.
- We engage with companies on behalf of our LongView funds to advocate for better diversity, equity and inclusion disclosures, good governance of workplace equity standards, and adoption of freedom of association and collective bargaining policies.
- The Bank is a member of Living Wage For US, and all of our employees qualify for the family living wage thresholds of that standard.
- We were the first U.S. bank to raise its minimum wage to \$15 per hour (2015) and then \$20 per hour (2019).



**SDG 10:**  
Reduced Inequalities

- We were the first bank to add LGBTQ+ to the definition of board diversity for shareholder voting standards.
- 63% of our workforce identifies as a racial or ethnic minority and 46% of employees in senior management identify as under-represented minorities.
- 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.



**SDG 11:**  
Sustainable Cities  
and 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.



SDG 12:  
Responsible Consumption  
and Production

- Our sustainable procurement and waste reduction practices ensure that we minimize operational waste through composting, recycling, and resource-efficient products in our workplaces.
- We ensure hazardous waste is properly disposed of.



SDG 13:  
Climate Action

- 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 annual disclosure in this report.
- We are committed to aligning all of our business practices with the goals of the Paris Climate Agreement.
- Since 2017, we have reached net-zero emissions from our Scope 1, 2 and select Scope 3 emissions through the procurement of renewable electricity, high-quality, verifiable carbon offsets, and renewable energy credits.
- We have a Science Based Targets initiative (SBTi) verified target of absolute zero emissions in our direct operations (Scope 1=0 and Scope 2=0) by year 2030.
- We offer a Fossil Fuel Free investment product for consumer and commercial clients.
- Approximately 39% of our lending in 2023 was related to climate solutions.



SDG 17:  
Partnerships for the Goals

- We are a member of the Net Zero Banking Alliance, the Global Alliance for Banking on Values, a certified B-Corporation, the Taskforce on Climate-Related Financial Disclosures, the Science Based Targets initiative, the Partnership for Carbon Accounting Financials, and the Community Development Bankers Association.

# UN Principles for Responsible Banking Self-Assessment

Created by the United Nations in partnership with founding banks, including Amalgamated, the Principles for Responsible Banking are designed to be integrated into banks' strategies and across their portfolios of activities, bringing purpose, vision, and ambition on sustainable finance to the core of the organization. We are proud to be the first U.S. bank to endorse the UN Principles for Responsible Banking, which provide a valuable framework for our industry to work together towards a healthier, more sustainable society. We hope others in the banking industry will join us in signing on to the Principles as we work together to actively shape a more just and sustainable future. We have already set climate targets and this year we are working to set targets in other areas we care about, like racial equity.

## UN PRB Reporting and Self-Assessment Requirements

## Summary of Amalgamated Bank's Response (limited assurance required for responses to highlighted items)

### Principle 1: Alignment

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.

1.1 Describe (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.

Amalgamated Financial Corp. is an American financial institution. We are a publicly traded company with our largest shareholder being a union. We are one of the only unionized banks in the United States.

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, DC, one branch office in San Francisco, one commercial office in Boston, and our digital banking platform. 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.

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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.

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.

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1.2 Describe 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.

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, to 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.

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.

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, the 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 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.

## 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 the environment resulting from our activities, products, and services. To this end, we will set and publish targets where we believe 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 impacts through an impact analysis that fulfills the following elements:

a) Scope: The bank's core business areas and products/ services across the main geographies in which 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.

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.

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.

## 2.2 Target Setting

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.

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.

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.

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:

- 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.
- We have already set climate targets but are also reviewing other areas we care about, like racial equity, to see how targets may be set for those issues as well.



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.

**2.3 Plans for Target Implementation and Monitoring**  
 Show that your bank has defined actions and milestones to meet the set targets. 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.

To set science-based targets, companies are required to select a baseline year for emissions reductions.

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 to Climate Action as adopted by the UN-convened Net Zero Banking Alliance.

**2.4 Progress on Implementing Targets**  
 For each target separately:  
 Show that your bank has implemented the actions it had previously defined to meet the set target. 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.

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.

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).

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.

### Principle 3: Clients And Customers

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.

3.1 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.

We strengthen communities by offering innovative and affordable solutions to address specific banking and credit needs.

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.

On a regular basis, Amalgamated conducts reviews 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.

3.2 Describe 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.

As demonstrated through the delivery of loans to high impact sectors, the Bank is working with our clients to deliver more capital that benefits people and the planet. We have worked with long-time clean energy clients to expand our offerings into micro-grids and storage. We continue to build our finance for workforce and affordable housing. The Bank has worked with many clients at the intersection of equity and climate on the development of new federal programs that will require private capital to deliver success. When it comes to creating a comprehensive investment portfolio, we believe there is an alignment between a values-based approach and evergreen value generation. Our Investment Services team continually works with clients and investment managers to deliver values-aligned portfolios. This past year we piloted a fossil fuel free portfolio series addressing the intersection of climate and racial justice impacts. We believe that by owning ESG funds, investors become more engaged advocates in driving change. These investments take an active stake in the companies or organizations that are committing themselves to sustainable practices such as protecting the environment and tackling social equity issues.

## Principle 4: Stakeholders

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

4.1 Describe 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 highlevel overview of how your bank has identified relevant stakeholders and what issues were addressed/results achieved.

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.

- **Employees:** Through town halls, newsletters, and meetings, we 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:** We 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:** We publish financial reports, regulatory filings, and proxy statements that include details of our financial performance and transparent disclosures on our CSR initiatives.
- **Industry Alliances and 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 Bank's unions on topics including workers' rights, retirement security, and workplace safety.

## Principle 5: Governance & Culture

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

5.1 Describe 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.

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.

Amalgamated Bank is working to instill comprehensive ESG values across the enterprisewide 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.

5.2 Describe 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.

Our Board of Directors and executive management team recognize the importance of CSR matters and how they impact our stakeholders. 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, CSR Committee reviews our CSR strategy and performance, including:

- development of relevant policies
- effectiveness of corporate social responsibility initiatives
- employee and public communications
- stockholder engagement

### 5.3 Governance Structure for Implementation of the Principles

Show that your bank has a governance structure in place for the implementation of the PRB, including:

- 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

The CSR Committee is responsible for implementing the principles of the PRB, including goal setting and measuring effectiveness of our programs.

### 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.

### 6.1 Progress on Implementing the Principles for Responsible Banking

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).

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.

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.

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.

In 2023 Amalgamated Bank affirmatively did not lend to or have exposure to companies involved in the following products or industries: Adult Entertainment, Alcoholic Beverages, Animal Testing, Anti-Personnel Mines, Arctic Oil and Gas Exploration, Biological and Chemical Weapons, Child Labor, Cluster Weapons, Controversial Weapons, Deep Sea Mining, Deforestation, Depleted Uranium, Factory Farming, Firearms, Fossil Fuels, Fracking, Fur and Specialty Leather, Gambling, Genetically Modified Plants and Seeds, Human Embryonic Stem Cell and Fetal Tissue, Illegal Products, Military Contracting, Mining, Nuclear or Hazardous materials, Nuclear Power, Nuclear Weapons, Oil & Gas, Oil Sands, Operations in Conflict Zones, Palm Oil, Pesticides, Pork Products, Pornography, Predatory Lending, including Payday Lending, Private Prisons, Riot Control, Sensitive Ecosystems, Shale Energy, Small Arms, Thermal Coal, Tobacco Products, Whale Meat, White Phosphorus

In 2023 Amalgamated Bank: Had no on-site fatalities; has not filed for bankruptcy, had no charges of bribery, fraud, or corruption; had no charges of anticompetitive behavior; had no tax reduction through corporate shells; had no material breaches of confidential information; had no significant layoffs; had no hazardous discharges into air/land/water; had no environmental fines; had no large-scale land conversion, acquisition, or relocation; had no violations of indigenous peoples' rights; had no operations in areas with high water stress, and no operations in critical/high biodiversity value habitats (including but not limited to palm oil, deforestation or deep sea mining); had no hazardous air pollutants (HAP emissions) or wastewater discharged from its operations, and had no whistleblower complaints.



# Cautionary Note Regarding Forward-Looking Statements

Statements included in this release that are not historical in nature are intended to be, and are hereby identified as, forward-looking statements within the meaning of the Private Securities Litigation Reform Act, Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements generally can be identified through the use of forward-looking terminology such as “may,” “will,” “anticipate,” “aspire,” “should,” “would,” “believe,” “contemplate,” “expect,” “estimate,” “continue,” “in the future,” “may” and “intend,” as well as other similar words and expressions of the future. Forward-looking statements are subject to known and unknown risks, uncertainties and other factors, any or all of which could cause actual results to differ materially from the results expressed or implied by such forward-looking statements. These risks and uncertainties include, but are not limited to: (i) uncertain conditions in the banking industry and in national, regional and local economies in our core markets, which may have an adverse impact on our business, operations and financial performance; (ii) deterioration in the financial condition of borrowers resulting in significant increases in loan losses and provisions for those losses; (iii) deposit outflows and subsequent declines in liquidity caused by factors that could include lack of confidence in the banking system, a deterioration in market conditions or the financial condition of depositors; (iv) changes in our deposits, including an increase in uninsured deposits; (v) unfavorable conditions in the capital markets, which may cause declines in our stock price and the value of our investments; (vi) continued fluctuation of the interest rate environment, including changes in net interest margin or changes that affect the yield curve on investments; (vii) potential deterioration in real estate collateral values; (viii) changes in legislation, regulation, public policies, or administrative practices impacting the banking industry, including increased regulation and FDIC assessments in the aftermath of the Silicon Valley and Signature Bank failures; (ix) the outcome of legal or regulatory proceedings that may be instituted against us; (x) our inability to maintain the historical growth rate of the loan portfolio; (xi) changes in loan underwriting, credit review or loss reserve policies associated with economic conditions, examination conclusions, or regulatory developments; (xii) the impact of competition with other financial institutions, including pricing pressures and the resulting impact on our results, including as a result of compression to net interest margin; (xiii) any matter that would cause us to conclude that there was impairment of any asset, including intangible assets; (xiv) the risk that the preliminary financial information reported herein and our current preliminary analysis will be different when our review is finalized; (xv) increased competition for experienced members of the workforce including executives in the banking industry; (xvi) a failure in or breach of our operational or security systems or infrastructure, or those of third party vendors or other service providers, including as a result of unauthorized access, computer viruses, phishing schemes, spam attacks, human error, natural disasters, power loss and other security breaches; (xvii) a downgrade in our credit rating; (xviii) increased political opposition to Environmental, Social and Governance (“ESG”) practices; (xix) recessionary conditions; (xx) the ongoing economic effects of the COVID-19 pandemic; and (xxi) physical and transitional risks related to climate change as they impact our business and the businesses that we finance. Additional factors which could affect the forward-looking statements can be found in our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K filed with the SEC and available on the SEC’s website at <https://www.sec.gov/>. We disclaim any obligation to update or revise any forward-looking statements contained in this release, which speak only as of the date hereof, whether as a result of new information, future events or otherwise, except as required by law.



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BANK ON IMPACT

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