



ESG Committee Charter

Ratified on March 14, 2022

Purpose:

The ESG Committee ("Committee") is appointed by the Board of Directors (the "Board") of Customers Bancorp, Inc. (the "Company") to discharge the Board's responsibilities relating to oversight of the ongoing commitment of the Company and Customers Bank (the "Bank", and together with the Company, "Customers") to the principles of diversity and inclusion, supporting economic and community development efforts that improve the lives of our Team Members, our clients and the communities in which we operate, appropriate and transparent corporate governance, and environmental sustainability.

Through these efforts, Customers is committed to (i) identifying resources in which Customers should invest for the purpose of achieving Customers' goals of cultivating a diverse and inclusive work environment; (ii) evaluating and identifying opportunities to strengthen the communities in which our Team Members live and work; (iii) evaluating the operations of our business to confirm that they are consistent with Customers' dedication to environmental sustainability; and (iv) the promotion of sound corporate governance, risk management and controls.

Committee Membership:

The Committee shall be composed of not less than three (3) members, who shall be selected by the Board from its own members.

The Committee shall:

1. Determine the key stakeholders in relation to Customers' general strategy relating to Environmental, Social and Governance ("ESG") considerations (the "ESG Strategy"), including coordination with the Nominating and Corporate Governance Committee and Audit Committee, which have been delegated primary oversight of corporate governance and internal control matters.

2. Oversee the development and implementation by Customers management of the ESG Strategy.
3. Oversee the development and implementation by Customers management of initiatives and policies to meet the ESG Strategy.
4. Oversee reporting and disclosures by Customers management with respect to ESG matters in compliance with applicable laws, including applicable federal securities laws and regulations and applicable federal and state banking laws and regulations.
5. Oversee internal and external ESG related communications with employees, investors, and other constituents, including the community at large.
6. Oversee the preparation by Customers management of the annual Customers Bank ESG Report.
7. Receive updates from Customers' management committee responsible for significant ESG and sustainability activities
8. Maintain minutes of meetings and periodically report to the Board of Directors on significant ESG activities of the Bank.
9. Perform any other activities consistent with this Charter and the responsibilities delegated to the Committee by the Board of Directors.

Committee Procedures and Administration

The Committee shall meet as often as necessary to carry out its responsibilities, but no less than two times per year. The Committee Chair shall preside at each meeting. In the event the Committee Chair is not present at a meeting, the Committee members present at that meeting shall designate one of its members as the acting chair of such meeting. A majority of the Committee members shall constitute a quorum for the transaction of business. Every action approved by a majority of the members present at any meeting duly held at which a quorum is present is the act of the Committee.

All Committee members are expected to attend each meeting in person or via telephone or videoconference. The Committee may act in writing by the unanimous consent of its members.

Meeting agendas will be prepared by the Committee Chair (or his/her designee) and be provided in advance to the Committee members along with appropriate briefing materials. Minutes of the Committee meetings shall be recorded and circulated to the Board by the Committee Chair (or his/her designee).

The Committee may form and delegate authority to subcommittees other than any power or authority required by law or stock exchange requirements to be exercised by the Board of Directors or the Committee as a whole. Delegation by the Committee to any subcommittee shall not limit or restrict the Committee on any matter so delegated.

The Committee shall review and reassess this charter annually.

The Board may amend this charter, from time to time, upon recommendation of the Committee, by action at any meeting or by unanimous written consent.