

**Central Pacific Financial Corp.
&
Central Pacific Bank
General ESG Principles**

Overview

Central Pacific Financial Corp. and its bank subsidiary, Central Pacific Bank, and each of their respective subsidiaries, affiliates, employees, officers and directors (collectively referred to herein as the “Company”, “we,” “us,” “our”), are located in the State of Hawaii and our primary business is Central Pacific Bank, a community bank which principally provides banking and financial products and services to people, consumers and businesses in Hawaii.

We are committed to the environmental, social and governance principles set forth herein and firmly believe it is a fundamental duty and responsibility of our Company and of every business to mitigate its impact on and to take actions to protect and preserve the environment in which it operates and affects, to promote the equal treatment and welfare of its employees, and to run its business in compliance with all laws and with integrity and ethics.

These General ESG Principles (“Principles”) are accessible on the Company’s website [posted at www.cpb.bank – investor relations – corporate social responsibility].

We believe these Principles are imperative for our shareholders and stakeholders, to address laws and regulations, to promote and further moral conduct and behavior, and because these Principles are in the overall best interest of our business.

ESG Defined

Environmental – How a company performs as a steward of nature.

We are committed to efforts to address to effects of climate change, to reduce carbon/greenhouse gas emissions, to preserve the environment, and to promote sustainability, conservation, recycling, and renewable/clean energy.

Social – How a company manages its relationships with employees, customers, vendors, communities.

We are committed to efforts that further diversity, equity, inclusion, human rights, worker rights, health, safety, and living wages/fair pay.

Governance – How a company operates in a safe and sound manner, properly manages its risk, and performs with high integrity.

We are committed to running our business with strong risk management and compliance programs, policies, procedures, practices, training and controls, and with utmost ethics and integrity, and with the highest duty and responsibility to our customers and employees to keep their private information safe and secure and to honor and respect their privacy.

Principles We Stand For

We will care for our environment and take actions to contribute towards the welfare of our environment.

We will respect, ensure equal treatment, and demonstrate sensitivity towards all, regardless of race, color, sex, pregnancy status, gender identity, marital status, political opinions, religion, age, disability, sexual orientation, social origin, national origin, or any other characteristics unrelated to an individual's ability to perform the work required by the job.

We will act with the highest standards of integrity and ethics and comply with all laws and regulations respecting our business.

Principles Regarding Companies We Choose to Not Do Business With

Companies which directly cause significant damage or harm to the environment and neglect to take meaningful and effective measures to mitigate the impact on the environment.

Companies with a poor record and history regarding human rights and neglect to take meaningful and effective action to improve conditions.

Companies which have been sanctioned or prosecuted for significant violations of laws or regulations and neglect to take meaningful and effective actions to cure such violations.

Companies which are primarily engaged in activities which cause or are connected to significant harm to people or the environment neglect to take meaningful and effective actions to mitigate the impact of such harm.

Principles Regarding Companies We Endeavor to Support

Causes that promote the environment, the advancement of a more inclusive society, and sound corporate governance practices, provided such causes reasonably consider and account for the impacts on others.

Exceptions

These Principles shall be maintained by the Company's Legal Department. While we do not intend or believe there are any circumstances in which exceptions may be made to these Principles, if any such exceptional circumstances should arise, such exceptions may be granted by any executive serving on the Company's Managing Committee.