

**Central Pacific Financial Corp.**

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**Central Pacific Bank**

**Workforce Gender, Racial, Ethnic Diversity**

Central Pacific Financial Corp. (“CPF”), a bank holding company, and its bank subsidiary, Central Pacific Bank (“CPB” and “Bank”), and each of their respective subsidiaries and affiliates (collectively referred to herein as the “Company”, “we,” “us,” “our”), are based 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.

As of June 30, 2023, Central Pacific Financial Corp. is approximately \$7.57 billion in assets and is a public company traded on the New York Stock Exchange (ticker “CPF”). As of August 1, 2023, Central Pacific Bank has 27 branches throughout the State of Hawaii.

Our Bank was founded in 1954 to serve those people and businesses in Hawaii who were underserved by the then banking establishment. From our beginning, inclusivity has been fundamental to our Bank. The gender, racial and ethnic diversity of our Board of Directors, Executive Committee, and workforce reflect our commitment to inclusivity and diversity.

As of August 1, 2023, our Board of Directors for CPF and CPB is comprised of 12 directors: 4 directors are female; 9 directors are racially/ethnically diverse.

As of August 1, 2023, our Executive Committee is comprised of 5 executives: 4 of our executives are racially/ethnically diverse.

The information herein is from (a) Central Pacific Bank’s EEO-1 report as of November 2020 (specifically the pay period from November 8, 2020 to November 21, 2020); (b) Central Pacific Bank’s EEO-1 report as of October 2021 (specifically the pay period from October 10, 2021 to October 23, 2021); and (c) Central Pacific Bank’s pay period from September 1, 2021 to August 31, 2022. Central Pacific Bank’s parent company, Central Pacific Financial Corp. has no employees. Note that the numbers and percentages below relating to racial and ethnic diversity do not include employees who did not specify a race/ethnicity.

	<b>November 2020</b>	<b>October 2021</b>	<b>August 2022</b>
Percentage of workforce that is female	67%	66%	65%
Percentage of workforce that is racially/ethnically diverse	90%	89%	89%
Percentage of managers that are female	48%	49%	52%
Percentage of managers that are racially/ethnically diverse.	83%	82%	82%
Percentage of managers that are either female or are male racially/ethnically diverse.	89%	88%	88%
Total Number of Employees	827	841	795
Total Number of Male Employees and as Percentage of Total Employees	274 / 33%	285 / 34%	277 / 35%
Total Number of Female Employees and as Percentage of Total Employees	553 / 67%	556 / 66%	518 / 65%
Total Number of White Employees and as Percentage of Total Employees	84 / 10%	89 / 11%	79 / 10%
Total Number of Racially/Ethnically Diverse Employees (Hispanic/Latino, Black/African American, Native Hawaiian/Pacific Islander, Asian, Native American/Alaska Native, Two or More Races) and as Percentage of Total Employees	743 / 90%	752 / 89%	705 / 89%
Total Number of Managers	196	203	200
Total Number of Male Managers and as Percentage of Total Managers	103 / 52%	102 / 50%	96 / 48%
Total Number of Female Managers and as Percentage of Total Managers	93 / 48%	101 / 50%	104 / 52%
Total Number of White Managers and as Percentage of Total Managers	34 / 17%	36 / 18%	34 / 17%
Total Number of Racially/Ethnically Diverse Managers (Hispanic/Latino, Black/African American, Native Hawaiian/Pacific Islander, Asian, Native American/Alaska Native, Two or More Races) and as Percentage of Total Managers	162 / 83%	167 / 82%	164 / 82%
Total Number of Male White Managers and as Percentage of Total Managers	22 / 11%	23 / 11%	22 / 11%
Total Number of Female and Male Racially/Ethnically Diverse Managers (Hispanic/Latino, Black/African American, Native Hawaiian/Pacific Islander, Asian, Native American/Alaska Native, Two or More Races) and as Percentage of Total Managers	174 / 89%	180 / 89%	176 / 88%