



2020 Environmental, Social and Governance Report

**CENTRAL
PACIFIC
BANK**

cpb.bank



Letter from the Executive Chairman & President

To Our Valued Stakeholders,

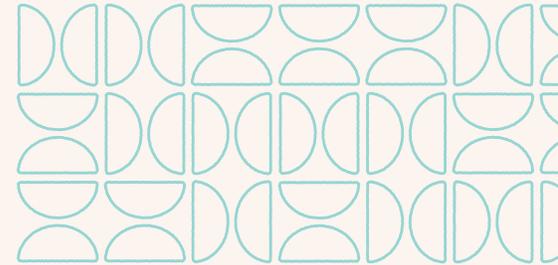
Central Pacific Bank's commitment to the community is both our legacy and our future. Our founders created CPB just after WWII, at a time when it was needed most. They were determined to provide equitable financial resources to those dreaming of buying a home, establishing a small business, and building a life beyond the agricultural plantations despite rampant prejudices. Ever since, we've boldly stood for inclusivity, opportunity, and doing the right thing.

Today, CPB is a Hawaii-based, full-service financial institution with more than 800 employees, committed to being an Environmental, Social and Governance (ESG) leader and continuing the legacy of our founders. Integrating our responses to environmental and social issues as part of CPB's business will address the issues in the short-term, and in the long-term, will build resiliency and create value for CPB shareholders. The stewardship of healthy communities and sustainability is becoming an increasingly important priority and motivation shared by many, and we're confident in our focus attracting a diverse and talented workforce, an aligned customer base, and opportunities to grow our business.

As we reflect on 2020, much of our attention and investment was in helping those that were hardest hit by the COVID-19 pandemic with access to funding and humanitarian aid. CPB also remained steadfast in supporting the people and programs to strengthen Hawaii communities and economic growth – small businesses, entrepreneurs, women leaders, and renewable energy. In looking to the future, transforming CPB's brand, product, and service offering to be increasingly relevant in a digital-first world, CPB also remains rooted in the ideals of bringing the Aloha spirit of Hawaii to banking and all that we do.

Paul K. Yonamine
Executive Chairman

Catherine Ngo
President



Contents

- 2 Introduction
- 3 The Four ESG Pillars and Core Values of CPB
- 4 Overview: We Stand for Our Community
- 5 Corporate Governance: CPB Leadership
- 6 Corporate Governance: Risk Management
- 9 Social Responsibility: Community Support
- 12 Social Responsibility: Employee Support
- 14 Environmental Impact: Working Towards Sustainability
- 16 Appendix A

The Four ESG Pillars of CPB

Corporate Governance

Protect and enhance the interests of shareholders, with strong Board and executive leadership, and sound corporate governance and risk management practices.

Support of the Community

Be a leader in support of small business and in philanthropic initiatives across Hawaii.

Support of Employees

Recruit and retain an exceptional, diverse workforce and maintain commitment to the health, well-being and success of these employees.

Environmental Initiatives

Preserve the natural resources of our islands by implementing energy efficiency and other “green” practices across the organization, and setting targets to increase our customer base and financing in projects in the renewable energy and climate change adaptation sectors.

Our Core Values

Voyaging Spirit

Our vision, determination and perseverance brought us into the world. These same qualities will push us forward.

Positively ‘Ohana

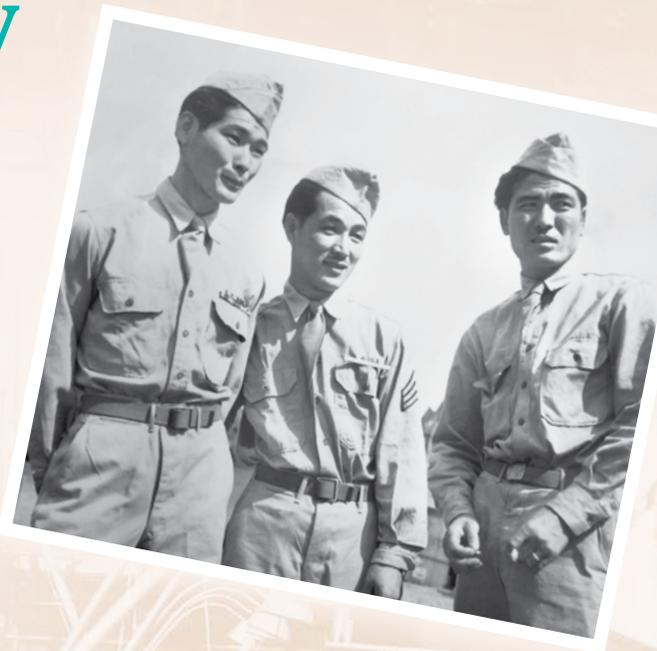
We were founded by the community, for the community. We’ve always seen our customers as members of our extended family.

We Stand for Our Community

A Legacy of Inclusion

Central Pacific Bank is rooted in the community, anchored by perseverance, commitment and compassion. CPB was founded in 1954 by a small group of Nisei WWII veterans who returned home to Hawaii as decorated heroes, only to find social and economic injustices against the immigrant population and their descendants. With a burning passion to right the status quo, they created a bank that would serve all the people of Hawaii. They believed that by serving the community and providing opportunities for people to realize their greatest potential, their vision would one day become a legacy for future generations.

Today, CPB carries forth the beliefs bestowed upon us by our founders. We honor their legacy by engaging in ethical and compliant business practices and sound risk management; supporting our community, customers and employees; and taking steps to preserve the natural resources of our islands.



Brand Promise

- To carry forward our legacy and an unwavering commitment to service – we stand for inclusivity, opportunity, and doing the right thing.
- To commit to the financial health of our customers so that, together we can build a stronger Hawaii.
- To push forward with vision, determination and perseverance.
- To treat our customers as members of our extended family.

How We Serve

Since its inception, Central Pacific Bank has served as a vital community bank and we are committed to making our island home a better place to live. In today's fast-paced environment, we are investing in significant projects to foster sustainability and economic growth of the communities we serve. Internally, we are striving for an inclusive, healthy work environment and to be an organization that attracts and retains top talent. Finally, we are investing in state-of-the-art technology to enable our customers to bank from anywhere with the best possible customer experience, while safeguarding the confidentiality of private information.



Central Pacific Bank Leadership

Strong corporate governance shepherded by Central Pacific Bank’s Board and management level Executive Committee drive trusted and transparent business practices, intelligent risk management, and long-term sustainability. This leadership, combined with effective strategies and policies, contribute to CPB’s culture of high ethics, integrity, and compliance.

CPB Board of Directors

CPB’s Board is comprised of 11 directors, of whom 82% are independent – all esteemed business and community leaders who bring to the table dynamic value and expert skill sets including banking, accounting, technology, marketing, retail, insurance, real estate, and law, with deep business and community ties in Hawaii and beyond. Notably, the Board strives for inclusive representation being 36% female and 91% ethnically diverse.

The Board is fully engaged and meets regularly, setting strategy and providing ongoing oversight for Central Pacific Bank’s

business plans, budgets and performance; and importantly, adopts the Corporate Policies and Procedures critical to creating an environment where employees act with ethics and integrity and in compliance with all laws. Focused oversight is provided by Board Committees, including the Audit Committee, Governance Committee, Compensation Committee, Directors Loan Committee, Trust Committee, and Compliance Committee.

Specific measures within the Board structure itself ensure effective governance. The Board appoints a lead independent director, with specific authorities given her independence of CPB’s executive team and day-to-day operations. To scrutinize and ensure maximum effectiveness, the Board also conducts self-assessments on an annual basis, measuring strengths of the Board and Committee structure, while identifying areas of improvement.

CPB’s current board of directors. Standing from left: Earl Fry, Saedene Ota, Paul Kosasa, Christine Camp, Duane Kurisu, Wayne Kamitaki. Sitting from left: Crystal Rose, Paul Yonamine, Catherine Ngo, Colbert Matsumoto, and Christopher Lutes.





CPB Executive Committee

CPB's management level Executive Committee drives execution on the company's strategy, including in regard to annual business plans, capital plans, and budget. The Executive Committee is also charged with optimizing organizational structure, including succession planning to ensure the strong future of the organization.

At the highest level, CPB's Board and Executive Committee lead by example, upholding the code of conduct, ethics, and internal controls while maintaining transparent stockholder communications by way of press releases, quarterly earnings calls, SEC filings, proxy and 10-K reports, and shareholder engagement calls.



Central Pacific Bank Board

11 DIRECTORS
(82% INDEPENDENT)

36% FEMALE

91% ETHNICALLY DIVERSE



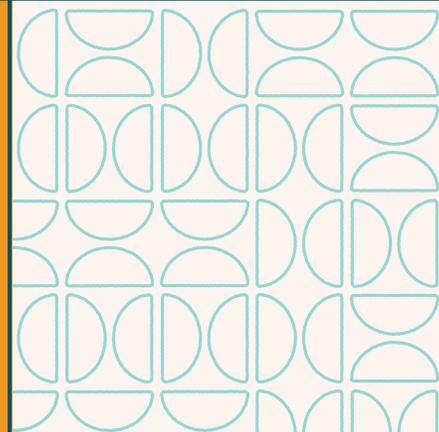
Central Pacific Bank Workforce

67% FEMALE

90% ETHNICALLY DIVERSE

HawaiiBusiness
magazine

“Best Places to Work
12 Years Running”



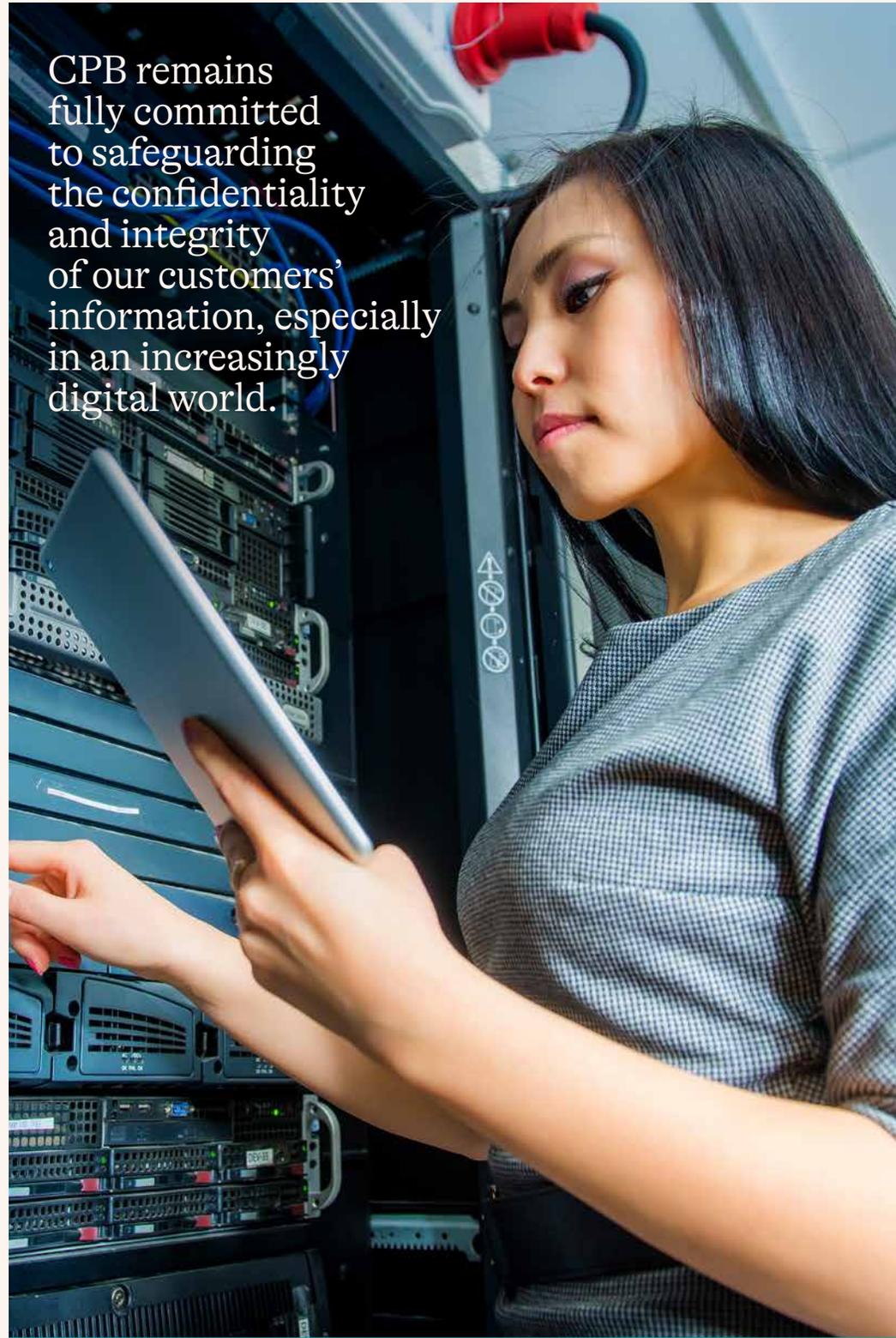


Sound Risk Management

Strong policies, disciplined training, internal controls, and monitoring contribute to CPB's approach to risk management. CPB conducts training on an ongoing basis, covering compliance and regulatory topics, as an expectation of all employees. Complaints, quality assurance, and internal controls are diligently monitored and tested both with internal and independent audits, with results consistently reviewed by CPB's leadership and Board.

Information Security

CPB remains fully committed to safeguarding the confidentiality and integrity of our customers' information, especially in an increasingly digital world. The CPB Board and Compliance Committee annually review and approve CPB's information security program policy and receive regular reports on potential issues, risk posture to protect against cyber security threats, and cyber security policies. CPB's robust information security program includes cybersecurity risk assessment, controls, monitoring and testing, and information security training of CPB employees upon hire and regularly thereafter.





The CPB Code of Conduct & Ethics provides standards to preserve, promote and foster the highest ethical conduct among all employees, officers and directors.



Corporate Policies and Procedures

While there are many policies CPB maintains, one of high organizational importance is the Code of Conduct & Ethics applicable to all employees, officers, and directors. It is reflective of preserving, promoting, and fostering the highest ethical conduct, addressing conflicts of interest, corporate opportunities, honesty and integrity, securities trading, fair dealing, diversity and inclusion, confidentiality, protection and proper use of CPB assets, and encourages the reporting of any suspected violation of the Code through robust reporting protocols and whistleblower protections.

The Code of Conduct & Ethics for Senior Financial officers covers the Executive Chairman, President, CFO, Controller, and other principal financial officers, accounting officers, or any person performing any similar role.

Every year, CPB employees must certify that they have read and understand the Code or codes applicable to them, and waiver of any provision of the Code can only be made by CPB's Board.

Additional Policies

- **Corporate Governance Guidelines:** Sets the role of CPB's Board, including the qualification and nomination process for directors.
- **Company Stock Trading Policy:** While CPB does encourage employee support of the company through stock ownership, there are strict guardrails in place to prevent insider trading.
- **Sexual Harassment & Other Forms of Harassment Policy:** With zero tolerance for harassment of any nature, CPB maintains stringent procedures for investigation, discipline, prohibition of retaliation, and confidentiality.
- **Whistleblower Protection:** CPB has strong whistleblower and anti-retaliation protections through its Complaint Policy, which encourages the reporting of complaints and infractions through designated internal channels or if preferable, through an anonymous alert line hosted by an external third-party.



Building Up Our Community

Since its founding in 1954, Central Pacific Bank's priorities have included supporting small businesses and the communities we serve. According to the U.S. Small Business Administration, Office of Advocacy's Hawaii Small Business Profile 2019, small businesses (employing fewer than 500 employees) are the economic engine of our State, with 132,640 small businesses (99.3% of Hawaii businesses) employing 275,115 people (52.1% of private sector employees) statewide. By supporting small businesses and their employees, CPB is proud to help build better lives and a brighter future for them and their families.

Overview

During the COVID-19 economic crisis, CPB originated more than 28% of Paycheck Protection Program (PPP) loans to small businesses in Hawaii – the highest market share of PPP loans funded by any bank in any state.

CPB's leadership team has been at the forefront of several innovative programs to improve businesses and communities statewide, including the TRUE (Technology Readiness User Evaluation) Initiative. TRUE Initiative's mission is to create tech-enabled jobs by accelerating the adoption of technology and innovation through collaboration and sharing of solutions to common business problems. This will allow limited information technology resources and investments to be shared and leveraged across sectors and industries. TRUE also supports the development of our workforce and local university curriculums as a way to diversify our economy.

In Downtown Honolulu, CPB is leading the way to revitalize our State's business epicenter through the redesign of its flagship main branch and plaza lobby at its headquarters building – the Central Pacific Plaza – to create a gathering place for its customers and the general public. The new space features eateries, local artwork on display and coworking areas for customers, small business owners, nonprofit organizations, and community members to connect and share ideas and experiences.

The CPB Foundation is one of the State's philanthropic leaders in addressing Hawaii's most challenging societal issues such as homelessness and substance abuse, many of which have been exacerbated by the COVID-19 pandemic.



Central Pacific Plaza at King and Alakea.

Support of Customers

In the 2020 Paycheck Protection Program (PPP), CPB processed the highest percentage of loans for its home state than any other bank in the country. During the first and second rounds of PPP, CPB processed 7,264 loans for a total of \$569.2 million.

Since 2007, CPB has been recognized 11 times by the SBA Hawaii District Office as SBA Small Business Lender of the Year, mid-size category. CPB has consistently provided more SBA guaranteed loans than any other lender in Hawaii.

CPB has long been a proponent of affordable housing, with the belief that all residents should have the opportunity to purchase a home. In 2020, CPB offered 15 Community Development (CD) loans for a total of \$49.2 million, in support of affordable housing for low- or moderate-income individuals and families. The Home Loans Division financed more than 600 fee simple affordable units, including 375 units at Ke Kilohana, 150 at 'A'ali'i and 78 at Azure, to name a few. CPB has achieved an "Outstanding" Community Reinvestment Act (CRA) rating since 2005. It's important to note that only 6% of the CRA ratings issued by the FDIC since 2014 have garnered "Outstanding" status.

CPB offers many options to first time homebuyers:

- CPB discount to reduce closing costs
- VA, FHA, and USDA loans (primary First Time Home Buyer programs that other lenders do not offer)
- Fannie Mae's HomeReady program
- Freddie Mac's Home Possible program
- City & County of Honolulu's Down Payment Loan program
- State of Hawaii's Mortgage Credit Certificate program – approved lender
- Landed down payment support program

Support of the Community

In 2020, the CPB Foundation contributed more than \$1.5 million to help local communities. The Foundation's primary focus has been on critical socio-economic issues such as homelessness and substance abuse in Hawaii. The Foundation annually provides substantial funding to partners like The Salvation Army, including for its highly acclaimed Addiction Treatment Services facility. This treatment center is a 66-bed residential facility that also provides prison-based and outpatient treatment for both incarcerated and recently released prisoners, and hosts the only detoxification facility in the State. The Foundation works with partners like The Salvation Army on a long-term, strategic plan to address chronic homelessness and substance abuse.

Small Business Administration Small Business Lender of the Year (Category 2).

- Since 2007, CPB has been recognized 11 times by the SBA Hawaii
- CPB provides more SBA guaranteed loans than any other lender in the State.

#1 Originator of PPP Loans in Hawaii

- Accounting for more than 28% of PPP loans in Hawaii
- Highest market share of PPP loans by any bank in any state



\$1.5

MILLION CONTRIBUTED IN
2020 TO LOCAL COMMUNITIES
BY CPB FOUNDATION

\$49.2

MILLION IN LOANS
FOR AFFORDABLE HOUSING

\$420

THOUSAND WAS DONATED
TO ALOHA UNITED WAY.
93% OF EMPLOYEES PARTICIPATED



"Rated Outstanding in
Community Reinvestment Act
every year since 2005"

CPB Proudly Supports Community Initiatives



- **Rising Tide by CPB**
A community of entrepreneurs and small businesses fostering partnerships and expanded customer outreach to strengthen their businesses.
- **Movers + Shakas**
Aims to attract purpose-driven remote workers who have full-time remote employment with companies outside of Hawaii, especially returning residents to come to Hawaii and actively contribute to the community.
- **Mana Up**
An accelerator program for Hawaii-based retail, beauty and food product companies.
- **Made in Hawaii Festival**
An online marketplace for local products.
- **Patsy T. Mink Center for Business & Leadership**
Assists women in starting and growing small businesses.



Keep Hawaii Cooking

Reimbursed over 10,000 meals driving more than \$600,000 worth of business to local restaurants during the first COVID-19 lockdown.

10,000
MEALS

\$600K
TO LOCAL RESTAURANTS



CPB Employees are Dedicated to Giving Back

In 2020, employees devoted over 6,500 hours of service to more than 100 non-profit organizations and raised more than \$420,000.

6,500 HOURS OF SERVICE

100+ NON-PROFIT ORGANIZATIONS

\$420K MONEY RAISED & DONATED

CPB is proud of its employees and leadership who collectively volunteer many hours of service and steward numerous local causes. Employees tirelessly devoted over 6,500 hours of service to more than 100 non-profit organizations throughout 2020 and raised more than \$420,000 during CPB's 2020 Aloha United Way campaign.

The Hawaii Executive Collaborative's CHANGE Initiatives were created by local leaders to collectively solve Hawaii's greatest issues. In 2020, the CHANGE Community & Economy Co-Chair was Paul Yonamine and the Higher Education Chair was Catherine Ngo. These initiatives speak to priorities for CPB as we focus on vital needs for Hawaii's future.

During the unprecedented period of the COVID-19 pandemic, the CPB Foundation created and supported several unique COVID-19 relief programs:

- **Keep Hawaii Cooking** – more than 10,000 meals shared with a total reimbursement to customers of over \$300,000, driving more than \$600,000 worth of business to local restaurants.
- **Chef Hui Give & Go Community Meal Program** – a partnership that sponsored more than 800 meals, which CPB employees distributed across three sites on Oahu.
- **Wahiawa General Hospital** – a donation that helped increase the hospital's frontline medical response capacity.
- **AlohaTrace & AlohaSafe** – a community-driven data collection and contact tracing family of tools.

Support of Women

CPB is a leader in supporting women in business.

- **Patsy T. Mink Center for Business & Leadership:** As a Women's Business

Center, partially funded by the SBA, CPB helped establish and supports the Center, which assists women in starting and growing small businesses. Efforts are aimed at "leveling the playing field" for women entrepreneurs who still face unique obstacles in the business world.

- President Catherine Ngo, together with other CPB women leaders, are leading a group focused on CPB supporting women-owned businesses.

Other Community Support

- **Rising Tide** – the development of a community of entrepreneurs and small business owners working for a stronger Hawaii. Rising Tide extended the reach of existing collaborative programs and helped businesses to pivot, survive and thrive during the pandemic.
- **TRUE Initiative** – a program whose mission is to create tech-enabled jobs by accelerating the adoption of technology and innovation through collaboration and sharing of solutions to common business problems.
- **Mana Up** – an accelerator program for Hawaii-based retail, beauty, and food product companies. In 2020, Mana Up debuted a live online program, reaching 80,000 viewers globally and resulting in increased business for CPB.
- **Made in Hawaii Festival** – this traditionally in-person festival showcased its wares virtually in an online marketplace for Hawaii-made products.
- **Shop Small Hawaii** – free resources and online marketing for small business.
- **Movers & Shakas:** a remote work program aimed at former Hawaii residents and others from out-of-state who desire to work remotely from the Islands and to bring their mainland jobs and skills with them.



Caring for Our Employees

CPB strives to be a caring employer of choice, supporting successful and healthy employees with programs that focus on professional development and overall well-being. CPB provides a positive work environment where employees are engaged and work together toward shared organizational goals.

A Diverse & Talented Workforce

CPB has a long-term focus on improving diversity, equity, and inclusion among its workforce and aims to have a positive impact on greater society. At the end of 2020, CPB's workforce was 90% ethnically diverse (non-Caucasian) and 67% female, with 55% of our management staff having a supervisory role, being women. To attract and elevate top talent at all levels of the organization, CPB has instated several efforts to support employee development including:

- **Training & Development:** CPB offers an array of internal training opportunities taking advantage of both in-person and online formats. In 2020, CPB provided 176 in-person trainings and approximately 3,000 web-based trainings.
- **Tuition Reimbursement:** Available for external trainings and courses, in 2020, CPB provided \$5,000 in tuition reimbursements for the benefit of employees.



- **Opportunities for High Potential Employees:** Upskilling and developing career pathways for internal promotions is an ongoing priority. Specifically, the Executive Committee manages a Mentor Program and Individual Development Plans for those with proven aptitude for growth.
- **CPB Women's Leadership Program:** In 2020, CPB President Catherine Ngo established an internal women's resource group comprised of the organization's top 80 women leaders. The program provides opportunities to develop leadership skills, build a support network, and give back to the broader community through service projects. In 2020, the charities supported include The Trust for Public Land, Kahauiki Village, and the Institute for Human Services Hawaii.



Together We Are Strong

In 2020, CPB took immense priority in caring for the health and safety of employees, navigating the COVID-19 pandemic.

- **Communications:** From the onset of the COVID-19 pandemic, CPB's Executive Committee provided frequent and comprehensive updates on the organization's pandemic response at all levels of the organization via telecasts and video conferences.
- **Daily Screening:** Among the operational enhancements to ensure the highest levels of sanitation and safety, one was being able to connect with employees every day via the AlohaSafe Workplace tool, which CPB stepped up to pilot. The web-based application tracks the health of employees, including if any were ill or had a higher risk of contracting COVID-19 and were not permitted to work on-site.



- **Remote Work:** All employees whose positions allowed them to work remotely were encouraged to do so. CPB provided employees with computers, monitors, and the systems technology to work seamlessly from home, also providing a stipend (that could be used to fund work from home tools).
- **Supporting the Frontlines:** Employees who did work on-site or whose service roles had them interacting with customers were provided personal protective equipment, plexiglass barriers, and reconfigured workspaces to limit possible employee and customer to COVID-19 and to enable physical distancing.

Well-Rounded Benefits

CPB is committed to providing competitive compensation packages combined with robust support for employees to have a balanced and fulfilling career. Some of these include:

- **Health & Wellness Programs:** CPB is committed to keeping the employee portion of health care premiums to a minimum, while also providing creative wellness programs to promote healthy lifestyles among employees throughout the year.
- **Team Building:** A variety of programs are offered to CPB employees to have fun and strengthen camaraderie. Quarterly Team Building activities, paid for by CPB but planned by the participating departments, encourage teams from different divisions to get together. The Employees' Club, which offers companywide gatherings throughout the year, and Holiday Party, are also much anticipated and coveted opportunities

to share in each other's company, beyond the office setting. These team building programs were adjusted in 2020, with hosting of remote, yet fun, activities.

- **Creative Perks:** Other benefits include help with transportation, like discounted monthly passes for TheBus and Biki Bike membership, as well as flexible working hours and work from home opportunities.

Being a 'Best Place to Work'

CPB is proud to have been voted by employees as one of Hawaii Business Magazine's "Best Places to Work" for 12 consecutive years. We're constantly anticipating the environment and tools our employees need to perform at their best, and one of the ways we do this is by conducting an annual culture survey, for which results are carefully reviewed and disseminated among leaders. By actively committing to our employees' well-being and career goals, offering competitive wages, and providing valuable fringe benefits – CPB's strong employee retention contributes to effective operations, and helps to achieve our business objective of being an exceptional service provider. Total gross turnover for CPB tracks favorably against the market. At the end of 2020, 36% of CPB's current staff had been with the organization for 10 years or more, and the average employee had 10 years of service. The years of dedicated service are a true testament to the culture each employee contributes to and upholds at Central Pacific Bank.

CPB employees in the newly renovated main branch at Central Pacific Plaza.





ENVIRONMENTAL IMPACT

Working Towards Sustainability

CPB is working with leaders across the State to address climate change collectively, as our islands are at significant environmental risk from oceanic and atmospheric conditions. We are actively seeking partners to develop renewables projects in Hawaii.

Protecting Our Future

Climate change is a global crisis that is increasingly posing risks to our communities here in Hawaii.

Overview

As a bank that is headquartered in the only island state in the country, CPB is keenly aware of the ongoing impact of climate change on us, our customers, and our communities.

Addressing the Crisis

CPB's Board and management are focused on environmental issues, including the impacts of climate change (such as sea level rise, major storms, flooding, and increasing temperatures). CPB is working with leaders across the State to address climate change collectively, as our islands are at significant environmental risk from oceanic and atmospheric conditions. For example, we are actively seeking partners to develop renewables projects in Hawaii. Also, CPB's current lending to renewable energy companies consists of 36 customers representing \$19 million in loans. CPB is working to increase its lending to renewable energy companies.

Leading Energy Efficiency Efforts and Practices

CPB is proud to be at the forefront of Hawaii-based companies in its energy efficiency and environmental efforts.

- Central Pacific Plaza received 16 consecutive EPA Energy Stars, the most of any building in Downtown Honolulu.
- Renewable energy-Photovoltaic panels are installed at most branches.
- Green cleaning products are in use by janitorial staff.
- Recycle bins are located in all offices.
- Policies are in place to limit the use of paper and migrate to digital documents.
- Company vehicles are all electric.
- Bus passes are heavily subsidized for employees to limit the use of cars as transportation to work. Pre-COVID, 211 employees used the bus to commute to work.
- The use of Biki Bike as transportation to work is fully subsidized.
- Remote work is currently highly encouraged. Although this was driven by the pandemic for the health and safety of our workforce, future remote work opportunities will be seriously considered to minimize cars on our roadways, increase employee satisfaction and support a better work/life balance.

EPA

Central Pacific Plaza has received 16 consecutive EPA energy stars.

CPB is Committed to Protecting Our Environment

- All electric company vehicles
- Subsidized bus passes and Biki Bike access for all employees
- Solar panels at most branches
- Energy Management System to monitor consumption





New Environmentally Friendly Features at Our Newly Renovated Central Pacific Plaza

- Lighting fixtures with LED lamps, where feasible.
- Occupancy room sensors control lighting.
- New and modified Air Handler Units (AHUs) equipped with Variable Frequency Drives (VFD) controlled by the Building's Energy Management System (EMS). The VFDs modulate the speed of the AHU fan and temperature settings to meet required cooling, reducing energy consumption when cooling is not needed throughout the day.
- New restrooms equipped with low flow fixtures meeting current codes.
- Exterior glass façade designed to exceed the previous heat transmission and reflectivity rating, limiting the heat load being transmitted during the day, and reducing HVAC cooling requirements.
- Long- and short-term bike parking capacity increased by 100%.

CPB Leadership in Environmental Initiatives

The Hawaii Executive Collaborative (HEC) is a consortium of key public, private, and nonprofit stakeholders across the State. The HEC's CHANGE Initiative focuses on several key sectors, including the natural environment. "Troubled Waters: Charting a New Fiscal Course for Hawaii" is a report to HEC members on the fiscal outlook for Hawaii over the next 30 years. It conservatively estimated that the cost to prepare for natural disasters and climate change is \$15.3 billion, and that the sea level will rise three and a half feet by the end of the century. As key HEC executive team members, CPB's Executive Chairman Paul Yonamine, and President Catherine Ngo, are playing major roles to devise a statewide climate change policy and strategy to address the daunting climate change issues facing our State. In addition, CPB leadership is part of the U.S.-Japan Council, where climate change is a top priority in service and collaboration between our two forward-thinking countries.

CPB's Executive Chairman Paul Yonamine, and President Catherine Ngo, are playing major roles to devise a statewide climate change policy and strategy to address the daunting climate change issues facing our State.



APPENDIX A

External Charitable Affiliations of Directors



Board of Directors External Charitable Affiliations

Directors have significant involvement in charitable and civic organizations in Hawaii, and beyond, and are role models to the organization on ESG issues:

- **Christine Camp:** Blue Planet Foundation, Catholic Charities of Hawaii, YMCA of Honolulu
- **Earl Fry:** PACE (Pacific Asian Center for Entrepreneurship)
- **Wayne Kamitaki:** Hawaii Academy of Science, Hawaii Japanese Center (Hilo), Japanese Cultural Center of Hawaii
- **Paul Kosasa:** Hawaii Community Foundation, Hawaii Food Industry Association, Hawaii Symphony Orchestra, Japanese American National Museum, Kuakini Health Systems, Inc., Waikiki Business Improvement District Association, Teach for America
- **Duane Kurisu:** Kahauiki Village, Claremont McKenna College, Punahou School, Hawaii Asia Pacific Association, Catholic Charities Hawaii, PACE
- **Colbert Matsumoto:** Densho, Jikoen Hongwanji Mission, Pacific International Center for High Technology Research, Urasenke Foundation of Hawaii
- **Catherine Ngo:** University of Hawaii Foundation, Catholic Charities of Hawaii, The Queen's Health Systems, Trust for Public Land Hawaii Advisory Board
- **Saedene Ota:** Chamber of Commerce of Hawaii, Maui Economic Development Board, Nisei Veterans Memorial Center, Maui Health Foundation
- **Crystal Rose:** Kamehameha Schools, Catholic Charities Hawaii, The Nature Conservancy (Hawaii)
- **Paul Yonamine:** U.S.-Japan Council, Pacific International Center for High Technology Research

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