Introduction
‘Looking Forward. Giving Back.’ was coined to acknowledge Signature Bank’s twenty-year history as well as to solidify our commitment to the Bank’s positive impacts beyond Wall Street. From here on, that purpose statement will become an element of our distinguished logo."

Joseph J. DePaolo
Co-Founder, President and Chief Executive Officer
About This Report

This is Signature Bank’s third report devoted to environmental, social, and governance (ESG) matters. We publish our Social Impact Report annually, and we post it online for public viewing on our brand website, SignatureNY.com, and on our Investor Relations website, Investor.SignatureNY.com. Unless otherwise noted, this report includes data and activities from Signature Bank’s operations for 2021, as well as those of our subsidiaries, Signature Securities Group Corporation, Signature Financial LLC, and Signature Public Funding Corp.

The report also includes select data from past years to give historical context. This report supplements ESG information in our 2021 Annual Report and 2022 Proxy Statement.

For the first time, this report also details ESG initiatives utilizing the Sustainability Accounting Standards Board (SASB) framework for commercial banks.

Additional Resources

- 2021 Annual Report
- 2021 10-K
- 2022 Proxy Statement
- Investor Relations Website
- Signature Bank on LinkedIn
- Signature Bank on YouTube
Our Signature Mission

Signature Bank was created to provide talented, passionate, and dedicated financial professionals a supportive environment in which they can conduct their practice to the maximum benefit of their clients. The result is a special feeling clients associate with Signature Bank professionals and, ultimately, the Signature Bank brand: the experience of being financially well cared for.

Who We Are  (as of December 31, 2021)

- **Signature Bank is an S&P 500 Company.**
- **$118.45 B in assets**
- **$64.86 B in loans**
- **125 total teams**
- **$106.13 B in deposits**
- **$7.84 B in equity capital**
- **1,800+ colleagues**

**S&P Global’s 20 Largest Banks in America**

WITH THE MOST ASSETS AND DEPOSITS

SIGNATURE BANK (NASDAQ:SBNY), MEMBER FDIC, IS A FULL-SERVICE COMMERCIAL BANK LOCATED THROUGHOUT THE NEW YORK METROPOLITAN AREA AS WELL AS IN NORTH CAROLINA, THE LOS ANGELES AREA, AND SAN FRANCISCO.

*Source: S&P Global Market Intelligence, as of December 31, 2021. Excludes other deposit-taking non-branch companies such as broker-dealers, credit card companies, insurers, and processors.
Our Signature Values

Through a shared philosophy of Excellence, we aspire to enhance the communities in which we live and work. Our colleagues embody the principles of Authentic Leadership and Entrepreneurial Spirit, with a keen sense for Results-Driven Engagement.

Our Commitment to our clients, our colleagues, and our communities runs deep.

We take pride in the Trust which they have placed in us and are humbled by the responsibility.

It is through the lens of mutual Respect, inherent Integrity, and our drive for Diversity, Inclusion, and Social Impact that we define the goals of our journey.

We are Signature Bank!
Welcome once again to Signature Bank’s annual Social Impact Report. The year 2021 included many milestones in addition to the official 20th anniversary of the Bank’s founding. It also marked our continued success in the face of extreme disruption caused by the COVID-19 pandemic. Following unprecedented growth resulting in 2020 year-end assets of almost $74 billion, the Bank’s expansion continued unabated, ending the year surpassing $118 billion.

But 2021 marked much more than Signature Bank’s continued robust growth of deposits and assets. It also demonstrated the Bank’s commitment to its increasing responsibility as a corporate citizen that began with the adoption of “Looking Forward. Giving Back.” as Signature’s first-ever purpose statement. Bringing that sentiment alive, the Bank’s first formal social impact programs began at the start of the year, led by the newly formed Social Impact Committee and a Chief Corporate Social Impact Officer dedicated to marching the Bank’s multifaceted efforts forward. In the months that followed, some meaningful initiatives came to fruition, and many more are in the planning stages. Many are designed to become permanent fixtures of the Bank’s culture, supporting diversity, inclusivity, conservation, and sustainability alongside profitability.

Communication and transparency have been key to our efforts. Within the Bank, we continue to increase our engagement with our colleagues, and we are actively addressing their needs and providing new resources on a wide variety of fronts. We always strive to improve further even in the areas where we already excel. We are more proactively reaching
A Letter from Signature Bank’s Leaders

out to our shareholders and other stakeholders to seek their input on social impact matters. And, we have committed to pursuing the standards set forth by the Sustainability Accounting Standards Board (SASB) and their Integrated Reporting Framework so that our efforts can be judged objectively.

Throughout this report, we will present data and anecdotal evidence of the Bank’s environmental, social, and governance advances and how they are contributing to the positive social impacts being achieved by our organization. We will explain our integration of ESG considerations throughout our operations and how we are leveraging opportunities and mitigating risks. And you will hear from a wide variety of our constituents – colleagues, clients, and members of the communities we serve – about how Signature’s efforts have impacted them personally as we act locally while thinking globally. Ultimately, Signature Bank believes that responsibility and profitability go hand in hand, and that each can work to sustain and even strengthen the other. And while we believe that doing good is its own best reward, we also believe that doing good is simply good for business.

Respectfully,

Joseph J. DePaolo
Co-Founder, President and Chief Executive Officer

Scott A. Shay
Co-Founder and Chairman of the Board of Directors
Our Social Impact Purpose

To be the inspiration and change agent that fosters leadership within Signature Bank to focus on relevant matters related to being socially responsible, accountable, sustainable, profitable and transparent. To create a rich environment for colleagues, clients, and the communities we serve to be more open, accepting, tolerant, aware, and productive in social impact movements towards a greater good for all.

To live the mantra of “Do unto others as you would have them do unto you.”
Our Social Impact Priorities

While the holistic concept of Social Impact consists of environmental, social, and governance aspects (commonly referred to as ESG), these components are not mutually exclusive, and each may have a myriad of issues and applications that inevitably overlap. Recognizing those realities, Signature Bank commits itself to “Putting People First,” “Doing Good Locally,” “Thinking Globally,” and “Lending to Lead Change” – broad strategies that an institution of our size can be most effective in achieving by motivating and supporting people and organizations that share our common goals. Our colleagues are engaged and committed to these same goals.

Our governance serves as both the beginning and end of our efforts at positive social impact. First, we must be open to and actively promote meaningful change. Then, we must create the structure and supply the resources necessary to initiate and sustain the efforts put forth to realize that change. Finally, we must monitor and analyze our efforts to ensure that they have been honest and effective, tweaking or pivoting as necessary to achieve the most substantive results.
Our Social Impact Governance

2020: Appointment of Chief Corporate Social Impact Officer
Dedicated to extending Signature Bank’s commitment to social impact enterprise-wide.

2021: Formation of Social Impact Board of Directors Committee
In 2021, the Board created the Social Impact Committee, comprised of the Bank’s three founders and three of its independent directors, to further integrate the Bank’s social impact initiatives into the Bank’s culture to foster a stronger, more diverse, and inclusive workforce that strengthens client relationships and community partnerships.

The charter of the Social Impact Committee of the Board specifies that the purpose of the Social Impact Committee is to provide oversight and guidance with respect to social impact, including sustainability, diversity, equity, inclusion, community engagement, employee development, employee health and safety, and any other environmental, social, or governance-related initiatives, policies, and strategies of the Bank.

The Social Impact Committee met four times during 2021, occasionally with an officer or colleague of the Bank, or special counsel or advisor, in attendance.

2021: Formation of Social Impact Management Committee
Consisting of 15 leaders of key departments within Signature Bank, including Finance, Risk, Human Resources, Lending, Community Development, Legal, Investor Relations, and Marketing. This committee met six times in 2021, spearheading an array of initiatives supporting the Bank’s social impact efforts around diversity, inclusion, and environmental sustainability.
Accomplishments

Putting People First

☑ We appointed a Vice President – Talent Acquisition Manager and filled the newly created role of Talent Diversity Program Manager to support our efforts to build a more diverse, inclusive family of colleagues.

☑ We created and filled the new role of Learning and Development Manager to guide and assist our colleagues in building their skills sets and advancing their careers at Signature.

☑ We partnered with LinkedIn Learning to offer all colleagues the opportunity to take advantage of a wide selection of self-directed training courses at no cost to them.

☑ We enhanced our Summer Associate Program, expanding the pool of applicants and participants to create greater diversity within this important pre-professional youth development program.

☑ We mandated new social training for all colleagues, focusing on unconscious bias, its effects, and how to avoid it in the workplace.

☑ We actively promoted acknowledgment, awareness, and education regarding many different cultures through Bank-wide colleague communications, special events, and participation in personal experience sharing initiatives.

☑ We launched the Women’s Council, our first colleague resource group, which is an all-volunteer organization established to “promote a safe, welcoming and nurturing forum to address important topics and provide new opportunities for positive impacts on all of our colleagues.”

Doing Good Locally

☑ We encouraged individual colleague philanthropy on a variety of levels, including the expansion of the Scott Shay Charitable Grant Program whereby applicants can obtain financial support for local charities in which they are personally involved.

☑ We relaunched the Signature Scholars Program post-pandemic to fund college preparatory classes for low-to-moderate-income high school students.

☑ We were founding supporters and donors of the Dr. Richard Barnett Foundation and Signature became a substantial supporter of the Mariano Rivera Foundation, two New York-area organizations with the goal of providing educational resources for underserved children and youths.

☑ We relaunched our long-standing First-Time Investors Program, an annual investment workshop for low-to moderate-income participants and veterans.

Plans for 2022 and beyond

Putting People First

☐ We’re expanding our Credit Training Program to create early career opportunities for our colleagues.

☐ We’re developing a formal Mentoring Program where seasoned banking professionals can pass on knowledge and expertise to less-experienced colleagues.

☐ We’re creating a Rotational Training Program so that newer colleagues can obtain a holistic bank-career experience and a better understanding of a wider variety of disciplines and departments.

☐ We are launching at least two more Colleague Resource Groups – the Pride Council and a Multicultural Council.

Doing Good Locally

☐ We are reinventing our Civic Program to encourage greater colleague participation with hands-on involvement in local charitable organizations.

☐ We’re creating the Signature Bank Charitable Grant Program, a more expansive version of 2021’s highly successful Scott Shay Charitable Grant Program.

☐ We’re developing a West Coast First-Time Investors Program to launch in both Northern and Southern California.

☐ We are producing an inspirational video interview series titled Mission-Driven Lives which highlights national and local leaders who value the richness of their culture and are committed to making a positive difference in their communities.
Our Social Impact
Purpose, Priorities & Governance

20 Years of Building One of America’s Best Banks

Putting People First

Doing Good Locally

Thinking Globally

Lending to Lead Change

Governing with Ethics & Integrity

Demonstrating SASB Standards

Looking Forward

Accomplishments

Thinking Globally

✔ We expanded our environmentally themed product and service offerings focused on climate change and sustainability, including the addition of Impact Certificates of Deposit and an increased commitment to sustainability-related equipment financing for commercial enterprises and municipal entities.

✔ We entered the pilot stage of a dedicated GO GREEN Environmental Impact Lending Program offering attractive financing for energy-efficiency and sustainability-related capital projects.

✔ We revised our Credit Policy to reflect industries to which we prohibit lending, including fossil fuel production and closely related industries, firearms production and distribution; and the sex trade and related business.

Governing with Ethics & Integrity

✔ We solidified and codified our commitment to social impact in order to bring life to Signature’s newly adopted purpose statement of Looking Forward. Giving Back.

✔ We appointed our first Chief Corporate Social Impact Officer to lead and coordinate our varied ESG goals and efforts throughout the Bank and its subsidiaries.

✔ We created a Social Impact Board Committee and Charter to provide executive oversight to those goals and efforts.

✔ We formed a Social Impact Management Committee to support those goals and efforts daily on an operational basis.

✔ We created and incorporated our Social Impact Purpose Statement in all bank charters to ensure consistency and focus.

✔ We adopted SASB reporting standards in order to qualify and quantify our social impact efforts and allow easier evaluation against the efforts of comparable financial institutions.

✔ We have incorporated greater disclosure in regard to colleague training and our cybersecurity policies, procedures, resources and results.

✔ We have declassified the Bank’s Board and moved to annual election of our Directors.

✔ We have implemented a Board refreshment policy and instituted term limits for Directors.

Plans for 2022 and beyond

Thinking Globally

☐ We’re engaging with ESG consultant, Baringa Partners LLP, to refine our environmental social impact strategy and build the framework for achieving our goals.

☐ We’re partnering with MSCI, a global provider of financial indexes and analysis tools to gain insight on climate impacts and improve ESG disclosure ratings.

☐ We will officially launch our GO GREEN Environmental Impact Lending Program Bank-wide.

Governing with Ethics & Integrity

☐ We’re adding a social impact qualitative component to the short-term compensation plan for our executives.

☐ We’re establishing Key Performance Indicators (KPIs) for our present and future social impact initiatives.
20 Years of Building
One of America’s
Best Banks

Forbes’ Best Banks in America 2011-2022

“We began this adventure with dedication and the optimism that we could do it differently than others had done it before us, and that we would do it better for all concerned. Delivering on that promise to Signature Bank’s colleagues, clients, and the communities we serve was paramount in our mission, and twenty years later, I’m confident that we have been successful.”

John Tamberlane
Co-Founder & Vice Chairman
of Signature Bank
20 Years of Building One of America’s Best Banks

When the venerable Republic National Bank was acquired by HSBC in 1999, a small group of banking professionals and executives, led by Joseph J. DePaolo and John Tamberlane, saw a change in the way they had to do business. New layers of middle management sprung up. The best bankers were redeployed into management positions away from client contact. Accounts became segmented by product line. Clients soon had a relationship with a faceless institution.

This band of rebellious bankers saw a void in the financial services marketplace. No bank was providing personalized, responsive service resulting in exceptional client care. Instead, they envisioned a bank dedicated to the needs of privately owned businesses, their owners, and executives – a bank where clients could fulfill all of their financial needs through one single point of contact. Together, they and more than 60 of their Republic colleagues took a huge leap against enormous odds, and together they succeeded.

Just after DePaolo and Tamberlane started planning their departure from Republic and began to sow the seeds of Signature, they were contacted by Scott Shay, a Salomon Brothers investment firm alumnus and a Managing Director of Ranieri Strategies LLC. Shay arranged for Bank Hapoalim, Israel’s largest bank at the time, to provide the capital and back-office systems needed to get a new financial institution off the ground, and Shay himself signed on to help lead the venture.

In May of 2001, Signature Bank commenced operations with just $50 million in capital and twelve Private Client Groups operating out of six strategically located offices in Manhattan. After just two short decades, Signature Bank has become a public company traded on the NASDAQ exchange (Symbol: SBNY), currently manages over $100 billion in assets, now employs over 2,200 colleagues coast-to-coast, and has recently been welcomed into the S&P 500.

“I’ve been with Signature since day one, and to watch the Bank become one of America’s largest financial institutions in just twenty years is as gratifying as it is astounding. But, it’s not surprising. We were able to create an environment that continues to attract top talent and keep it, and at the end of the day the success of any enterprise is due to the collective efforts of its colleagues. Signature Bank’s success is a true team effort.”

Eric R. Howell
Senior Executive Vice President & Chief Operating Officer
Signature Bank has grown only organically, forgoing acquisitions in favor of recruiting talented, skilled, and extremely experienced bankers that seek to provide their clients with uncompromising service – individuals that share the philosophies and motivations of the Bank’s founders. Hence, Signature’s Group Directors are trusted with a high level of empowerment in meeting the financial service needs of their clients, whether they be personal or business-related, and these frontline colleagues have direct access to the executive management team, resulting in rapid decisions and effective actions.

Today, Signature Bank is consistently recognized by U.S. and international media as one of America’s best banks and offers all of the products and services you would expect from a world-class financial institution. But while constantly growing and innovating, the foundation of the Bank remains its very personal approach to client care, with single-point-of-contact client service remaining at the core of the Bank’s culture and the key to our clients’ loyalty.
A Letter from Signature Bank’s Leaders

Our Social Impact Purpose, Priorities & Governance

20 Years Building One of America’s Best Banks

Putting People First

Thinking Globally

Lending to Lead Change

Governing with Ethics & Integrity

Demonstrating SASB Standards

Looking Forward

170 colleagues
$500 million in assets

204 colleagues
$1.1 billion in assets

246 colleagues
$1.9 billion in assets

296 colleagues
$3.4 billion in assets

347 colleagues
$4.4 billion in assets

2001

With a total of $42,500,000 in capital provided by Bank Hapoalim, Signature Bank commences operations with 12 Private Client Groups working from six Financial Center locations in Manhattan and Brooklyn.

The Bank’s SBA Institutional Trading Group is established in Houston, Texas.

2002

8 new Private Client Groups are added, and the Bank expands into Nassau County and Long Island.

The Bank’s assets surpass $1 billion.

2003

The Bank records its first profitable quarter and full year.

2004

Initial public offering of 6.2 million shares nets $88.2 million as Signature Bank debuts on the NASDAQ stock exchange as SBNY.

Ann Kaplan of Goldman Sachs, Partner, Municipal Bond Department, joins as Signature Bank’s first female member of the Board of Directors.

2005

Signature Bank becomes independent from former parent, Bank Hapoalim, with a secondary public offering of 15.2 million shares.

Kathryn A. Byrne, CPA, Partner, Mazars LLP USA, joins as Signature Bank’s second female member of the Board of Directors.
2006
Signature Bank completes the transition from receiving support services from Bank Hapoalim to fully managing its own operations.

2007
The Bank launches its Commercial Real Estate Lending team.
Signature Bank continues to achieve record growth and profitability despite the onset of the financial crisis known as “The Great Recession.”

2008
Signature Bank initiates a $148 million public equity offering for growth capital.
The Bank participates in a $120 million TARP investment from the Treasury.

2009
TARP funds are returned to the Treasury on the first day of eligibility.
Signature Bank initiates a $127 million public equity offering for growth capital.

2010
Signature Bank Places among the Top 3 Best Business Banks in New York Law Journal’s annual reader survey, the first of 11 consecutive years of placing Top 3 in one or more voting categories.

Frank Selvaggi, Senior Partner at accounting firm Altman, Greenfield & Selvaggi, LLP and Board Member and Co-Chair of The Empire State Pride Agenda, joins as Signature Bank’s first openly gay member of the Board of Directors.

Signature Bank achieves record deposit growth of $1.8 billion while “The Great Recession” continues.
Signature Bank initiates a $253 million public equity offering for growth capital. 

Crain’s New York chooses Signature Bank as one of the Best Places to Work in New York City.

The Bank launches Signature Financial LLC, a specialty lending and leasing subsidiary for equipment, transportation, and manufacturing.

The Asset-Based Lending Team is established.

Signature Bank initiates a $296 million public equity offering for growth capital.

#1 Best Business Bank in New York Law Journal’s annual reader rankings, the first of eight years receiving the honor.

Kroll Bond Rating Agency awards the Bank investment grade ratings.

The Bank launches Signature Public Funding Corp. to provide lending to municipalities and not-for-profit organizations.

Signature earns the #1 Best Bank in America ranking from Forbes.

The Greenwich, Connecticut, financial center opens, the Bank’s first location outside of New York.

Barney Frank, former US Congressman and co-author of the Dodd-Frank financial reform law, joins as Signature Bank’s second openly gay member of the Board of Directors.
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Looking Forward

2016
The Bank initiates a $319 million public equity offering for growth capital.
The Bank initiates a $260 million subordinated debt offering.
Derrick D. Cephas, then-partner at Weil, Gotshal & Manges LLP, international law firm, former President and CEO of Amalgamated Bank, and former Superintendent of Banks for the State of New York joins as Signature Bank’s first African American member of the Board of Directors.

2017
Signature earns the Best Commercial Bank of the Year award from International Banker Magazine.
The Bank continues its borrower forgiveness programs begun in 2015 to offer relief to taxi medallions owners affected by disruptive ride-sharing services.

2018
Signature delivers its first quarterly cash dividend.
The Bank opens its first client service office on the West Coast in downtown San Francisco as it begins its strategic expansion beyond metropolitan New York.
The Bank begins to diversify its portfolios as a Fund Banking Division is established to provide banking and financing to private equity firms.
A Digital Asset Banking team is formed.
The Bank launches Signet™, America’s first blockchain-based instant payment platform.

2019
The Venture Banking Group is established to provide deposit and lending services for venture-backed companies and investors.
The Specialized Mortgage Banking Solutions team joins.
The Bank initiates a $200 million subordinated debt offering.
Signature’s first ESG/Social Impact Report is made public.

2020
Amid the COVID-19 outbreak, Signature administers almost $2 billion in Payroll Protection Program loans on behalf of more than 5,000 clients.
Moody’s ratings are granted to Signature for the first time.
The Bank qualifies as one of S&P Global’s 25 Largest Banks in America with the Most Assets and Most Deposits.
The role of Chief Corporate Social Impact Officer is created.
Three women join the Bank’s previously all-male Executive Management Team.
Four new West Coast Private Client Offices open in the greater Los Angeles area.
The Bank’s Board of Directors exceeds 50% representation by individuals of diversity.

The Social Impact Board and Management Committees are formed, and an official Social Impact Purpose Statement and Charter are adopted.

The Bank receives the Cigna Well-Being Award for the 7th consecutive year. Ranked by Forbes as one of America’s Best Banks for the 11th year in a row.

# 1 Best Business Bank, #1 Best Private Bank, and #1 Best Business Escrow Services rankings awarded by New York Law Journal readers for the fourth consecutive year in which Signature swept all three of these voting categories.

Signature Bank celebrates the 20th anniversary of its opening for business and makes a corporate and personal commitment to be always Looking Forward. Giving Back.

Signature Bank crosses the $100 billion in assets threshold.

1,854 colleagues
$118.4 billion in assets

2021 Figures are as of December 31, 2021.

A Few Key Statistics:

+793% increase in the number of private banking teams since 2001

+1,987% increase in share price since 2004 IPO

Signature Bank Joins S&P 500®
Putting People First
Having adapted to the challenges that arose with the ongoing COVID-19 crisis, the dedication of Signature Bank’s colleagues to our clients, to our organization, and to each other has become stronger than ever. Once again, we thank our colleagues for their determination throughout the pandemic in continuing to deliver exceptional service. Our Financial Center colleagues braved the risks of travel each day in making sure that our offices responsibly remained open. Our Private Client Groups worked tirelessly and overcame great difficulties to continue to provide seamless service from their offices, home, or both. Our behind-the-scenes colleagues were nothing short of remarkable in maintaining Signature Bank’s operations with little to no interruption. Our colleagues quickly have embraced the notion that each of us is of great importance to the organization, that our differences only make us stronger, and that together we can achieve even greater things.

Likewise, the Bank’s view of its colleagues has evolved to become even more empathetic and sensitive to their needs and aspirations. To meet these commitments, diversity and inclusion have taken center stage, as have increased efforts to provide an environment that fosters work-life balance and career development. In 2021, the Bank undertook major initiatives in the areas of recruitment, education and training, and recognition and understanding of cultural differences and social affinities to offer a more personalized and rewarding career experience.

“It is humbling and gratifying to all of us who were present at the opening of our doors to have gone from perhaps the smallest bank in the country to a $100 billion enterprise, purely organically. No colleague or client is at Signature Bank because they were acquired. They are all here because they want to be.”

Scott A. Shay
Signature Bank Co-Founder,
Chairman of the Board of Directors & Social Impact Committee Co-Chair
A Rich Community of Colleagues

Signature Bank is committed to hiring, developing, and retaining a diverse blend of talent sharing a dedication to exceptional client care. All levels of Signature Bank’s management, as well as its Human Resources colleagues, are committed to inclusion efforts and work closely with local partners to recruit diversified talent.

The Bank is also committed to improving opportunities for veterans and transitioning service men and women. As of this writing, our national team of colleagues is comprised of over 1,000 women and 850 men and is representative of virtually every race, nationality, culture, and affinity.
Recruitment with a Focus on Diversity

Throughout 2021, Signature Bank reviewed its recruitment and hiring practices with an eye towards improving its diversity even further by committing to an evaluation of every facet of Human Resources – particularly the talent acquisition processes. Many concrete steps were taken in order to minimize unconscious bias and ensure inclusion, independent of race, gender, and other considerations.

Advances within the Human Resources Department include the following:

- Human Resources underwent a complete remodeling of the Talent Acquisition Team, beginning with the appointment of a new Vice President, Talent Acquisition Manager, resulting in its own more widely diverse pool of recruiters. Each of these new HR colleagues were hand-selected based upon their experience with diversified recruiting practices, attention to candidate experience, and an inclination towards process improvement.

- In addition to the onboarding of a TA Manager, Human Resources, in conjunction with the Social Impact Department, added a Talent Diversity Program Manager to the team. This new role is dedicated to making sure the Bank’s diversity efforts stay on track and is responsible for the management of existing TA efforts focused on internships, mentoring, creating early career development programs, and more.

- **Colleague diversity data has been compiled and shared** with the Bank’s senior leaders to increase awareness and initiate change in both perspective and action.

- There was a major reorganization of HR role titles. For example, what were previously Recruiters are now Talent Acquisition Partners (TAPs). All positions are also being upskilled, creating defined career paths within the department.

- **Talent Acquisition meetings** are now held weekly to foster TA team spirit and cooperation, with TA partners sharing candidates, knowledge, challenges, successes, and best practices freely.

- Talent Acquisition is now conducted with more collaboration and input from hiring managers, helping to ensure that candidates more closely fit the roles they are being asked to fill.

- As part of the Bank’s larger LinkedIn Learning initiative, TAPs are undergoing enriched diversity training designed to enhance and strengthen existing skill sets. Courses include: Unconscious Bias, Candidate Experience, Negotiation Skills, Business Communication Etiquette, Diversity Recruiting, Language Bias, and more.

- A Bank-wide review and update of individual job descriptions was undertaken and public job posts are being re-written to communicate opportunities with the Bank in a warmer, more welcoming, and consistent tone, with a focus on Signature’s award-winning benefits packages.

- In addition, TAPs are making greater efforts to reach out beyond job post responses to educational institutions and social organizations in order ensure greater colleague diversity.

- The Bank has added more than twenty universities to our pool of talent resources, many of which qualify as HBCUs, Historically Black Colleges & Universities, further diversifying our candidate pool.
Efforts beyond Human Resources

The Bank’s efforts to support diversity extend beyond the Human Resources Department, and include:

- **Social Training** focused on unconscious bias and prevention of harassment and discrimination is mandatory Bank-wide, even among colleagues not currently in management roles and those not directly involved in the recruitment of new talent.

- **Interview Skills Training** was developed for improving the abilities of hiring managers across all departments of the Bank. Highlights include behavioral interviewing techniques, adherence to interviewing laws, and recognizing unconscious bias. The program is in its pilot phase.

- **Interview Guides** have been created to improve the interview experience for both managers and their candidates. The guides address important topics for managers that are hiring, such as creating a positive candidate experience and asking effective interview questions.

- **Corporate presences on professional networking websites**
  The Bank’s presences on LinkedIn and Glassdoor have been reengineered to appeal to a wider array of talent and portray Signature Bank more attractively as well as more accurately.

- An already robust **Colleague Referral Program** has been enhanced to encourage even greater colleague participation.

“Retaining our diverse, talented colleagues is just as important as finding them. Nurturing their professional and personal development ensures their success and the future success of Signature.”

Ana Harris
Chief Human Resources Officer, Senior Vice President
Career Development

Signature Bank has taken new steps to ensure that once a new colleague comes on board, their aspirations for growth are not forgotten so that they and the Bank can benefit from each individual’s talents to the maximum level possible.

LinkedIn Learning webinars cover areas that run the gamut of professional development topics—everything from improving your health to tips and tricks on how to best communicate over email with the CEO of a company. LinkedIn Learning has also given me access to individuals who provide models for the success I’m looking to achieve.

- A Learning and Development Manager was another new role created under the Human Resources umbrella to develop and administer new initiatives aimed at promoting continuing education and skills enrichment in order to support colleague advancement, individual career satisfaction, and talent retention.

- The LinkedIn Learning Program is now offered free of charge to all colleagues, allowing them to choose from more than 1,600 short-form video courses. In 2021, 628 colleagues took advantage of many of LinkedIn Learning’s most popular offerings on soft skills such as “Speaking Confidently and Effectively” and “Six Morning Habits of High Performers” and hard skills including “Excel Essentials” and “Excel Quick Tips.” By year-end, colleagues had completed almost 13,000 LIL courses for a collective 682 hours of instruction.

- Live Training Programs and Courses also continue to assist colleagues to excel in their roles, focusing on specific responsibilities, processes, and software. In 2021, more than a dozen courses resulted in over 600 individual colleague sessions where students learned new skills and refreshed current ones.

- Market-Rate Salary Adjustments are being considered where appropriate based upon updates of industry-specific salary data.

- Tuition Reimbursement is available to all colleagues pursuing degrees that are required or related to their current positions. Applicants may be qualified for up to $10,000 per year as determined by Human Resources.
DEVELOPING FUTURE TALENT

- **Mentorship Programs** Signature Bank is in the process of forming its first formal mentorship program. Junior-level colleagues will each be specifically paired with an appropriate senior-level colleague for a four-month period. Mentors and mentees are expected to be in contact with each other every other week for at least 30 minutes, with one in-person meeting per month required (as ongoing health concerns allow), though the expectation is that tight bonds will be formed and interaction will occur on a much more frequent basis.

- **Summer Associate Program** Signature Bank’s Summer Associate Program is a unique, immersive eight-week paid internship open to 15 participants. Summer Associates work with a single, specific department at the Bank to become fully engaged in the department’s day-to-day activities.

- **Credit Training** has been created to offer both new and existing colleague candidates the opportunity to learn commercial credit principles and to prepare them for roles on the Bank’s lending and underwriting teams.

- **Financial Services Rotational Trainee Program** New talent will be recruited and interested colleagues will be selected to specifically participate in this multifunctional training program. Trainees will assist a wide variety of departments, and in the process, these participants will gain holistic knowledge of financial services, develop new skill sets, and absorb institutional knowledge of Signature Bank itself. In addition to offering unique learning opportunities, the program will provide an additional candidate pool from which the Talent Acquisition team can fill vacant positions within the organization. The program runs for fourteen months, with each rotation lasting for approximately eight weeks.
Colleague Inclusion, Tolerance & Respect

While recruiting diverse talent is critical to maximizing the variety of skills, experience, and viewpoints the Bank can draw upon, ensuring that every one of our colleagues feels included and welcomed on a daily basis is critical to the organization’s psychic well-being. To that end, the Bank undertook various efforts to highlight the wide array of rich cultures represented among our colleagues and has provided training to promote tolerance and respect for one another in the workplace and beyond.

AFFINITY AWARENESS CAMPAIGNS

- **Black History Month** saw a live webcast conversation with former NBA New York Knicks stars discussing the racism that they encountered in the 1960s and 1970s despite their celebrity status and how they overcame those challenges to become role models for others.

- **International Women’s Month** focused on the achievements of inspirational women within Signature Bank and a live webcast shared stories of defeating adversity by a renowned female climber of Mount Everest.

- **Asian & Pacific Islander Heritage Month** was celebrated with a series of weekly emails highlighting the achievements and contributions of men and women from a wide variety of nations and all walks of life.

- **Hispanic American Heritage** was celebrated with a series of emails directing staff to online resources for in-depth information about Hispanic American achievements in the arts, sciences, and more.

- **Pride Month** was marked with a webcast conversation with former U.S. Congressman and current Signature Bank board member Barney Frank, and with the addition of a rainbow EQUALITY banner within the email signature of participating colleagues.

ACTION AWARENESS TRAINING

The Bank required every colleague to complete online training courses dedicated to eliminating unconscious bias and sexual harassment. These were engaging, short-film formatted courses that presented real-life scenarios prompting each viewer to “put yourself in their shoes” in order to fully understand the effects that their actions – subtle as well as obvious – may have upon others. These courses, and others, are required to be completed each year.
Colleague Engagement

Signature Bank engages its colleagues in numerous ways, both from an institutional perspective as well as by promoting and supporting self-directed colleague activities and initiatives.

- At the outset of the pandemic in early 2020, Executive Management began conducting periodic **Town Hall Calls**, inviting every colleague to dial in to hear the latest news of the Bank’s reactions to the crisis as well as updates on the health and growth of the institution. These continue today, and Executive Management continues to accept anonymous questions in advance which are then addressed throughout the presentation.

- Prior to the onset of the pandemic in early 2020, the Bank hosted spring, summer, and fall social events in addition to a traditional holiday party, each open to attendance by every Signature Bank and subsidiary colleague. **Ping-pong tournaments, corporate challenge races, and bowling activities** were all seeing increasing attendance year after year.

- Since 2007, the Bank’s formal Wellness Program has provided our colleagues with topical emails and webinars addressing a wide array of physical, emotional, and social issues. **Signature Bank’s Wellness Program has been recognized by health insurer Cigna as one of the nation’s best for seven consecutive years.** Within the Wellness Program, Cigna’s MotivateMe platform allows colleagues to participate in challenges that are designed to improve their health and well-being.
Colleague Welfare

Signature Bank has always recognized that healthy, secure colleagues are happier and more productive, and the Bank prides itself on providing robust yet affordable benefits programs covering our community’s medical, dental, and retirement needs.

- **Medical Care** is offered with three options to suit our colleagues’ needs. Signature Bank typically covers 75%-80% of the cost of our colleagues’ annual healthcare premiums. Since 2019, the Bank elected to absorb all increases to healthcare premium responsibilities, effectively capping our colleagues’ out-of-pocket costs for carrying the same health plan for the past three years.

- **Dental Care** is offered with 100% coverage of costs for preventive care, routine check-ups, and cleanings.

- **Vision Care** helps our colleagues save money on annual eye exams, glasses, and contact lenses.

- **Telehealth** enables Signature Bank’s colleagues to consult with a doctor through video conference using a smartphone, tablet, or computer.

- **HDHP Health Insurance Plans** provide lower premiums with acceptance of higher deductibles which can then be offset by funds held in a Health Savings Account.

- **Health Savings Accounts** allow colleagues to save money to pay for eligible medical expenses on a tax-free basis. HSAs automatically carry over for future use.

- **Flexible Spending Accounts** allow colleagues to pay certain everyday medical and dependent care needs with pre-tax dollars, providing up to a 40% tax savings.

By year-end 2021, Signature Bank will have absorbed more than $4.3 million in our colleagues’ collective healthcare premium increases since 2019, with over $900,000 covered for 2021 alone.

Over the last 3 years, the Bank has not increased employee contributions and as of the end of 2021 was paying 83.5% of all benefit costs.

On average, Signature Bank pays over $20,000 a year for enrolled employees’ medical and HSA plans.
Colleague Welfare Cont.

- **Basic Term Life Insurance** equal to 2x base annual salary is automatically applied to every colleague at no cost to the enrollee.

- **Short-Term Disability Insurance** helps our colleagues plan for financial security in the event that they become disabled and are unable to work. Short-term coverage is at no cost to colleagues, and a Long-Term coverage plan is available with premiums paid by the insured.

- **Accident & Critical Illness Insurance** is a voluntary benefit that allows colleagues and their families to deal with the uncertainties of unforeseen circumstances.

- **Fitness Reimbursement** allows Cigna health plan enrollees to save up to a combined $1,200 per year on health club membership dues and/or exercise class fees for their spouse and themselves.

- **Commuter Benefit Plans** allow our colleagues to save money on work-related transportation costs by setting aside pre-tax dollars for transit and parking expenses.

- **Pet Insurance** is a voluntary benefit providing broad coverage for a wide variety of accidents, injuries, and illnesses that may affect our colleagues’ beloved best friends.

- **Benefits Coverage & Claim Advocacy** is a one-stop contact center staffed by seasoned professionals. You have a team of dedicated employee benefits advocates ready to assist you and your family members.

- **Emergency Assistance** With the onset of the COVID-19 Pandemic in early 2020, Signature Bank offered emergency financial assistance to colleagues affected due to situations such as a spouse’s job loss. 162 Colleagues were assisted with more than $2.4 million in loans that carried 0% interest for 3 months followed by a rate of just 1% for the remaining 5-year term.

The number of colleagues getting their routine physicals has doubled since 2017.

The number of Colon Cancer screenings has increased 700% since 2017.

In early 2021, 830 colleagues completed a vaccine survey and submitted questions that were then used in vaccine education webinars in which 380 participated.

By participating in MotivateMe and the gym reimbursement plan, employees can earn up to $1,200 per year, significantly offsetting the cost of their health insurance.
As a financial institution, Signature Bank is especially sensitive to ensuring our colleagues’ financial well-being, particularly their retirement needs. The Bank has a colleague 401(k) plan in place, but Signature makes generous matching contributions each pay period that vest immediately. This is vastly different than most other corporate plans offering lower matches, only periodic payment, and lengthier vesting schedules. We are proud that Signature Bank has a 401(k) participation rate of 97%, well above typical financial industry benchmarks.
Colleague Resource Councils

One of the Social Impact Department’s first and most important goals has been to foster dialogue in an environment where colleagues can have their voices heard on an almost infinite variety of topics that are important to them. To that end, the Bank is in the process of establishing a number of Colleague Resource Councils where people with common backgrounds, interests, and concerns can network and provide support to each other. By creating and distributing interesting and helpful resources, and by promoting a wide range of targeted events, these councils aim to foster greater awareness and inclusion inside and outside of Signature Bank.

The process of deciding which Colleague Resource Councils would be the first to launch was itself designed to be as inclusive as possible. The Social Impact Management Committee shared a survey with the entire Signature community, reaching out for feedback in regards to the types of resource groups the Bank’s colleagues were interested in seeing formed, which ones they would be personally interested in joining, and what types of events and activities they would like to see.

“As a father of two young adult daughters and the spouse of a professional wife, and as a truly grateful coworker of many talented women throughout my career, I was particularly interested in contributing to Signature Bank’s new Women’s Council. I think it is incumbent upon all men to do what they can to promote equality and parity in the workplace.”

Tom Kasulka
Chief Lending Officer &
Executive Vice President,
Executive Sponsor of Signature Bank’s Women’s Council
Colleague Resource Councils Cont.

THE WOMEN’S COUNCIL

This first, fully established Colleague Resource Council saw more than 350 co-workers tune in to their kickoff event, a Webex roundtable conversation made up of four leaders chosen from the Bank’s ranks and Board of Directors. Live “Watch Parties” were set up throughout the Bank’s offices across the country, enabling maximum real-time engagement. Following the event, more than 150 colleagues immediately signed on to participate in the council, and today the council is extremely active. Following its kickoff, the Women’s Council surveyed its new members to determine what issues and activities they were most interested in seeing the council address. Career growth, mentorships, and a desire for networking events were the most in demand, with personal and professional development through education and training showing great importance as well. Demographically, council membership as it relates to its female participants tracked closely to the general ethnic/cultural makeup of the Bank, but 23% of initial membership was male.
Colleague Resource Councils Cont.

“’Looking Forward, Giving Back.’ is not just a tagline – it’s a mindset, and the Women’s Council is just the first of several initiatives focused on supporting our colleague community. Though we’re only in our first year, we’re quite proud of what we’ve already accomplished – and we’re just getting started!”

Gabrielle E. Stern
Group Director – Senior Vice President
Co-Chair of the Women’s Council

“The inaugural Women’s Council discussion was inspiring and rewarding. It is important that women beginning their careers see how other women have become successful, and it was a great building block for more discussion in the future.”

Kathryn A. Byrne, CPA
Partner, Mazars USA LLP
Member of the 2021 Signature Bank Board of Directors

“I was excited and proud to participate in Signature Bank’s inaugural Women’s Council event! The team that leads the council and those who organized the event embody the Bank’s purpose of ‘Looking Forward, Giving Back.’ and I can’t wait to see that great progress that I know will be made.”

Maggie Timoney
President & Chief Executive Officer of Heineken USA
Member of the 2021 Signature Bank Board of Directors

“The Women’s Council provides a voice for our colleagues to address important issues. It fosters professional development. And it empowers our members to seek out a healthy work-life balance. The leadership team is composed of an amazing group of individuals who, with the support of Signature Bank’s executive management, are dedicated to making this first colleague resource group a huge success.”

Linda Willinger
Senior Manager of Digital Asset Solutions - Vice President
Co-Chair of the Women’s Council
ADDITIONAL COLLEAGUE RESOURCE COUNCILS

As of this writing, Signature Bank is in the process of forming two additional Colleague Councils. We anticipate that both new councils will launch by the end of the calendar year of 2022.

The Pride Council will give Signature’s Lesbian, Gay, Bi-Sexual, Transgender, and Queer colleagues and allies a welcoming network for sharing and support. Members will actively pursue concepts and programs that can result in positive change both inside and outside of the Bank.

The Multicultural Council aims to attract members from all races and cultures represented by our family of colleagues throughout Signature Bank. The goal of this council is to give a greater voice to those who may otherwise feel socially marginalized, to allow them to share concerns and experiences, and to explore achievable efforts to bring greater awareness, tolerance, and equality in the workplace and in public. Based upon initial membership interest, the Bank anticipates that several, more specifically focused subgroups will grow out of the larger Multicultural Council.
Doing Good Locally
As Signature Bank grows, so does our corporate giving on local, regional, and national levels. In addition to our already established, extensive community development involvement, we’re proud of the many new philanthropic strides the Bank made throughout our 20th year. In 2021, the Bank provided substantial unrestricted funding to a wide variety of social causes, some directly from the corporation, some as matches to larger colleague-giving efforts, and many through our almost 130 Private Client Groups.

We value greatly the innumerable ways each of our now over 2,200 colleagues gave and continue to give back beyond their relationship with the Bank. In addition, Signature Bank’s Executive Management stepped up to the plate with significant personal donations and grant programs of their own. We now look ahead to the next twenty years of multiplying our efforts to achieve even more for one other and the world at large.

“We don’t just want to be seen as a good corporate citizen. We truly want to make a meaningful difference in the communities we serve.”

Joan Bartolomeo
Director of Community Development, Vice President
Corporate giving is an essential component of Signature Bank’s corporate citizenship, and the Bank’s commitment to supporting universal social causes will only grow along with the Bank’s size, strength, and position within the corporate community, national economy, and global society. Each year, Signature makes unrestricted grants to numerous not-for-profit organizations and funds specific activities and initiatives for many others. In 2021, our institution’s giving totaled more than $2.03 million.

While social programs, community services, affordable housing, economic development, the arts, and many other charitable organizations benefited from the Bank’s philanthropy, educational causes are of special interest to Signature. We believe that well-rounded education is essential to minimizing suffering, maximizing potential, creating opportunity for individuals, and key to achieving a more unified and equitable world.
THE SIGNATURE SCHOLARS PROGRAM

The Signature Scholars Program was founded in January 2018 to provide college prep classes for low-to-moderate income students whose families do not have the financial resources to afford private tutoring and coaching that can give them a competitive edge for higher education and beyond. The program offers comprehensive support throughout the college application and preparation processes, including test preparation, application assistance, and financial aid advising. In 2021, the Program partnered with A-List, Rising Stars Youth Foundation, and New Settlement Houses to provide these support services for college-bound students.
DR. RICHARD BARNETT FOUNDATION

In 2021, Signature Bank helped spearhead the creation of the Dr. Richard Barnett Foundation, helping it raise close to $250,000 in start-up funding with a sponsored luncheon and a golf outing. Signature Bank President & CEO, Joseph J. DePaolo, and Community Development Director, Michael Schwartz, joined the founding Board of Directors.

The mission of the Barnett Foundation is to inspire youth to pursue their dreams and empower them through extensive educational, mental health, and mentorship programming.

MARIANO RIVERA FOUNDATION

Also in 2021, Signature Bank became an official supporter of the Mariano Rivera Foundation. Founded in 1998 by Mariano and Clara Rivera, the Foundation is dedicated to providing children from impoverished families with life skills that will set them on the path to a brighter future. With access to STEM learning opportunities, mentorship programs, and vocational training, students are prepared for college and empowered to enter the workforce with determination to succeed in high-demand positions. Signature Bank President & CEO, Joseph J. DePaolo, sits on the Foundation’s board.
FUND FOR THE CITY OF NEW YORK

In 2021, Signature Bank approved a three-year, $100,000 grant to the Fund for the City of New York to support their work with not-for-profits assisting low-to-moderate income students with remote learning. Established by the Ford Foundation in 1968, the Fund for the City of New York seeks to improve the quality of life of all New Yorkers by focusing on improving the functioning of local government and nonprofit organizations.

CALIFORNIA REINVESTMENT COALITION

Last year, Signature Bank made an initial $50,000 contribution to the California Reinvestment Coalition’s Resilience Fund (currently funded at $3.25 million), and the Bank will provide an additional $50,000 in 2022. The Fund will provide grants and capacity-building resources to a cohort of Black, Indigenous, and People of Color-led emerging nonprofit organizations throughout California.
Your support will greatly complement our new indoor Recharge Room, which has been a tremendous resource for our frontline staff... a place to go to rest and relax. Thank you for your generous pledge!

MOUNT SINAI SOUTH NASSAU
Signature Bank has long had a special relationship with South Nassau Communities Hospital, now Mount Sinai South Nassau and a part of New York’s Mount Sinai Health System. In December of 2021 we pledged $100,000.00 in support of the creation of a unique “Outdoor Recharge Space,” designed to support the physical and mental well-being of the hospital’s frontline staff during and after the COVID-19 crisis. Mount Sinai South Nassau expects the Outdoor Recharge Space to be completed before the end of 2022.

Thanks to you we are able to use sports as a catalyst to create a more inclusive and welcoming world with intellectual differences.

SPECIAL OLYMPICS COLORADO
Special Olympics is a global organization that serves athletes with intellectual disabilities, working with hundreds of thousands of volunteers and coaches each year. Participating in sports can help people with intellectual disabilities live active and healthy lives. With supporters including Signature Bank, Special Olympics Colorado has been able to serve 4,000 new community-based athletes aged 8+, start 40 new local programs, and more.
Your meaningful contribution enables us to sustain the amazingly talented artists, artisans, administrators and technicians who make the San Francisco Opera company world-class.

SAN FRANCISCO OPERA
The San Francisco Opera is known for commissioning numerous world premieres, training some of opera’s greatest young artists, and being one of the world’s leading opera companies. Their mission is to bring together growing audiences to experience opera’s transformative power, and Signature Bank has become a proud supporter.

Signature Bank’s contribution provided direct support to New Voices’ 2021 Summer Climate Justice Leadership Academy and the next generation of environmental leaders.

ROSE FOUNDATION FOR COMMUNITIES AND THE ENVIRONMENT
The Rose Foundation’s New Voices Are Rising program strives to develop leaders in low-income communities and communities of color in Oakland by helping young people gain the skills and experience in civic engagement required to tackle the many problems – especially environmental health problems – that disproportionately impact their communities.
Support for Financial Literacy

Except for a fortunate few, financial security is not a given. And those who have less are often at the added disadvantage of not fully understanding how investing works and the basics of preserving their assets and growing them. As part of Signature Bank’s commitment to education as the means for advancement, we promote financial literacy through our own First-Time Investors Program and through financial support of a variety of programs managed by not-for-profit organizations.

SIGNATURE BANK’S FIRST-TIME INVESTORS PROGRAM

Each year, Signature Bank hosts its own annual investment workshops that take participants through seven weeks of classes designed to introduce the concepts of investing and growing wealth. Led by our own Signature Securities Group (SSG) colleagues who volunteer their time, FTIP educates low-to-moderate-income individuals and veterans about money management and investment in stocks, bonds, and more. Upon completion, each graduate is awarded a $1,000 grant from the Bank to match their own $500 investment to open an investment account with SSG.

We were happy to be able to once again relaunch the FTIP Program live in September of 2021 following a hiatus the year before due to the COVID-19 crisis. Since 2002, more than 627 individuals have participated, and 358 of those today maintain active accounts with SSG.

“Building generational wealth is my top priority, and the First-Time Investors Program helped me get started. I loved learning investing tools from top experts in their field, who guided me and tailored investing to my individual needs, and provided a personal broker for additional support. The course was very professional and thorough with a bonus of $1,000 for attending. I met other vets who shared my values for building wealth and my love for the complimentary tea and snacks offered during class instruction.”

Danielle Wright

627 PARTICIPANTS

Since 2002, more than 627 individuals have participated. 358 of them maintain active accounts with SSG totaling approximately $800,000.
Support for Financial Literacy Cont.

The FTIP is a truly valuable experience for Veterans who are curious about investing, no matter where they are in their lives. I look forward to bombarding my advisor with financial investing questions!

Dee Hudson

The FTIP program was a great and beneficial experience to my financial literacy. Joan Bartolomeo was very helpful, consistent, and persistent to make sure everyone was involved with the program. I am forever grateful that Signature Bank added the $1000 for our $500 to break the fear of our first time involvement with investments.

Dion Powell

FTIP really helped me understand how money works and what you can do to manage it better. Every speaker took their time to explain and also asked if we understood the information they were putting out. That helped me tune in and focus. I definitely would recommend this program to my fellow Veterans.

Tiffanee Roach

I’m a 9-year Army veteran who served as an Infantryman with deployments to Iraq and Afghanistan. I received outstanding training and invaluable knowledge which enabled me to be a successful military leader, but didn’t know where to turn for guidance once I became a veteran. After completing the FTIP program, I feel better equipped to manage my financial future and have a renewed sense of confidence in what I’m capable of achieving.

James Fitzgerald
Support for Financial Literacy Cont.

MY MONEY WORKSHOP
GREATER NEW YORK METRO AREA

My Money Workshop educates people to manage their finances wisely and to make a lifetime of informed decisions. They partner with high schools, colleges, universities, specialty schools, and community-based organizations to deliver highly interactive workshops to students and community members. Workshop participants come from all ages, socioeconomic backgrounds, races, and ethnicities. The organization has created financial literacy courses designed for all audiences including children and teens, college students, individuals in prison reentry programs, special-needs students, and retirement communities, among others.

“Signature Bank has helped [My Money Workshop] significantly in pursuing our commitment to helping communities through financial-wellness education. Signature Bank also sponsored our Neighborhood Opportunity Network (NeOn) Financial Literacy Program and provided us with a $5,000 grant. The program provided participants in the probations system with an effective eight-part financial wellness program. Each participant that completed the course was given a stipend to go towards their savings account. We are incredibly appreciative that Signature Bank has sponsored Foundation for Financial Success Programs since 2020.”

Gineyda Diaz
Executive Director, My Money Workshop

CENTS ABILITY
NEW YORK CITY

Signature Bank has been partnering with Cents Ability since 2016. Founded in 2004, Cents Ability is a 501(c)(3) nonprofit dedicated to educating and empowering high school students to achieve their goals through the prudent and informed management of their financial resources.
Volunteer Income Tax Assistance (VITA)

Along with our support of financial literacy, Signature Bank also funds a variety of tax assistance programs on the East and West Coasts. Individuals unable to afford paid tax preparation services are assisted by volunteers to file proper returns and receive full advantage of whatever refunds they may be due.

ARIVA
BRONX, NY
Signature Bank sponsored two workshops for low-to-moderate income filers in 2021 in conjunction with Ariva, a local Bronx not-for-profit. The average tax refund for filers was $2,081, and the average Earned Income Tax Credit was $2,021.

CONNECTICUT ASSOCIATION FOR HUMAN SERVICES
FAIRFIELD COUNTY, CT
CAHS worked in partnership with local community organizations and corporate sponsors like Signature Bank to operate in-person and virtual VITA sites. In 2021, they served 3,996 filers, who were refunded a total of more than $6.4 million.

SAN ANTONIO COMMUNITY DEVELOPMENT CORPORATION
ALAMEDA, CA
Signature Bank funded SACDC for the first time in 2021. Located in Alameda County, California, the San Antonio CDC prepared 1,428 filings resulting in a total of $1.9 million in state and federal refunds. They also worked with non-filers to claim their federal stimulus payments.

EL NIDO FAMILY SERVICES
LOS ANGELES, CA
El Nido Family Services helped more than 330 families complete and file accurate tax returns realizing 616 tax credits. Timely returns also qualified families for additional benefits for which they were eligible, such as Coronavirus Tax Relief and Economic Impact Payments.
**Community Development Initiatives**

**SMALL BUSINESS RECOVERY GRANTS**

The Federal Home Loan Bank of New York (FHLBNY) Small Business Recovery Grant Program (SBRG) helps member bank lenders in New Jersey, New York, Puerto Rico, and the U.S. Virgin Islands advance housing and community growth. The FHLBNY was created to provide a flexible credit liquidity for lenders engaged in home mortgage and neighborhood lending.

In November 2021, Signature Bank collaborated with Brooklyn Legal Services, a not-for-profit organization providing pro bono legal services to low-income New Yorkers citywide, to distribute $150,000 in FHLBNY grants to five Brooklyn Legal small business clients negatively impacted by COVID-19.

These grants mark the fourth round in which Signature Bank has participated in FHLBNY’s SBRG program, distributing a total of $350,000 in 2020-2021 to support 39 not-for-profit corporations and small businesses in New York City, many with minority or women ownership.

“We lost a lot of income [during the pandemic] and are still losing a considerable amount of patronage. Meanwhile, rents and utilities continue to accumulate...my utilities arrears stand at about $20,000 for electricity and gas alone. The $10,000 grant will go a long way... [and] is a welcome relief.”

Chibueze Amakwe
Owner, Sons of Daniel restaurant in East New York, Brooklyn
INVESTMENT IN LOW-INCOME HOUSING TAX CREDITS

The Low-Income Housing Tax Credit (LIHTC) program is a complex but crucial tool for the production and preservation of affordable rental housing. Through this program, banks receive a federal income tax credit as an incentive to make equity investments in affordable rental housing that allows developers to construct, purchase, or renovate housing for low-income individuals and families. To qualify for LIHTC, a project must commit to renting to tenants earning less on average than the median income in the area for a 15-year period.

Since 2010, Signature Bank has invested over $626 million in 45 LIHTC projects supporting 7,095 affordable housing units.

Highlights of Signature Bank’s LIHTC investment program for 2021 include the following:

- Six transactions were closed for a total of $111 million in commitments.
- Approvals were received for two additional transactions with early 2022 closings totaling $46 million.
- Developments were located in New York City; in Nassau County on Long Island; in Durham, North Carolina; and in the Greater Los Angeles area.
- 941 apartments were newly constructed or rehabilitated.
- Two projects were designated specifically for senior citizens.
- Two projects included multiple social services support features.
- One project was partially dedicated to homeless veterans.
Private Client Group Grants

Despite our status as one of America’s largest banks with a now coast-to-coast presence, most of Signature’s bankers still conduct their practice on a relatively local level, knowing their clients on a first-name basis and understanding not just the intricacies of their businesses, but also of their affiliations, interests, and passions. As part of that distinct connection, each year, at the request of our individual Private Client Groups, the Bank commits to millions of dollars in donations supporting hundreds of individual charitable organizations that are important to our PCGs’ clients.

Throughout 2021, 431 individual grants totaling $1.86 million were directed by our Private Client Groups to nonprofit organizations focused on health, education, community service, economic development, affordable housing, the arts, and a wide variety of other causes. This total surpassed 2020 grant giving by approximately 43%.
Colleague Giving

We have no doubt that our now 2,200-plus colleagues have a wide variety of their own causes to which they donate privately, so the Bank is extremely sensitive when appealing to our colleagues to collectively open their wallets for a cause or organization. For the past several years, Signature has focused its collective giving effort almost exclusively to raising funds for the American Heart Association and The Michael J. Fox Foundation for Parkinson’s Research.

AMERICAN HEART ASSOCIATION
Signature Bank held its first appeal for the American Heart Association’s Wear Red Day in 2010 and raised over $13,000 from our colleagues. After a hiatus in 2020 due to the disruptions caused by the COVID-19 pandemic, the Bank recommitted to fundraising for the AHA in 2021. In January, the American Heart Association staged its annual Wear Red Day effort, and Signature raised over $30,000 from more than 650 colleagues. The Bank provided a $10,000 match for a total contribution of more than $40,000. To add a bit of fun to a very serious topic, several dozen colleagues submitted fashion photos of themselves wearing red on February 4th, the final day of the appeal, which were then compiled into a slide presentation and distributed companywide.
The Michael J. Fox Foundation for Parkinson’s Research

Each autumn, MJFF holds its own annual appeal, the MJFF “Fox Trot Virtual Run/Walk,” and once again donations sprinted past the prior year’s totals, significantly. Our colleagues raised over $100,000, either personally or through their own “team” fundraising efforts, including a substantial personal donation and additional fundraising from President and CEO, Joseph J. DePaolo. The Bank matched the first $35,000 of colleague giving, bringing the total of Signature’s support for MJFF for 2021 to more than $135,000. Signature Bank received the Top Team Fundraiser award – nationally – from MJFF.

One of Signature Bank’s most significant contributions in 2021 was to The Michael J. Fox Foundation (MJFF) for Parkinson’s Research through the organization’s Virtual 5K/10K Run/Walk event. The Signature team brought in over $135,000 to help fund critical research to improve therapies for those living with Parkinson’s and hopefully enable MJFF to find a cure. Through support from executive management and the efforts of many Signature Bank colleagues, Team Signature once again rose to the top and was the highest fundraising team for the Run/Walk event. Signature Bank was also the 6th largest contributor among fundraising teams for all MJFF events in 2021 and received recognition as an MJFF MVP.

Lucy Iannucci
Group Director, Senior Vice President
The Scott Shay Charitable Grant Program (SSCGP)

In 2021 Scott Shay, Co-Founder and Chairman of the Board of Signature Bank, dedicated a portion of his own personal giving to create a fund to support worthy causes being championed by colleagues all across the organization. To underscore the magnitude of the opportunity, colleagues who applied were required to be hands-on participants with the organization for which they advocated. In all, Mr. Shay made 22 grants totaling more than $100,000. The diverse pool of recipients included the eleven highlighted here.

**Charity and Cause:**
- **VOCEL (Viewing Our Children as Emerging Leaders)** supports early childhood education in disadvantaged neighborhoods in Chicago. In 2021, the Grant Program funded the “Brain Bags” initiative for VOCEL, which provides creative learning materials for parents to engage children. This was particularly vital during the remote learning period that took place last year during the pandemic, and hundreds of bags were distributed to families participating in VOCEL’s Child Parent Academy.
- **Dress for Success Triangle NC** supports Central North Carolina (Raleigh, Durham, and Chapel Hill) by providing unemployed and underemployed women with suitable professional attire and image coaching to assist them in their job searches. During 2020 and 2021, the organization persevered along with support from the SSCGP as unemployment rates rose, and it continued its vital mission of empowering women to achieve economic independence.
- **The After-School Fencing Program** at P.S. 340 in the Bronx, NY, was a huge success in its first year, with over 200 students applying for 20 spots. The group is instructed by the Tim Morehouse Fencing Club and the Georgia National Team coach Luka Oboladze, who has led the European nation to countless medals in national and European championships.

**Champion:**
- **Lisa Foussianes**
  Venture Banking Group
  Managing Director – Portfolio Manager
- **Laura Piggott**
  Venture Banking Group
  Marketing & Engagement – VP
- **Huey Tan**
  Deputy Chief Auditor – SVP
The Scott Shay Charitable Grant Program (SSCGP) Cont.

Champion: Joseph E. Fingerman
Commercial Real Estate Lending
Managing Group Director – SVP

Charity and Cause:
The Community Food Pantry at the Suffolk Y Jewish Community Center (SYJCC) in Commack, NY, helped feed thousands of Long Islanders suffering from a lack of consistent access to enough food for a healthy lifestyle. Signature Bank’s Commercial Real Estate team collected and donated nonperishable and personal care items to the community food pantry each month in 2021, and in November were able to donate full Thanksgiving meals to families. In addition, the SYJCC was able to buy $5,000 worth of perishable food items to stock their pantry.

Champion: Wanda Jones
Group Director – SVP

Charity and Cause:
The Foothill Family Shelter is a nonprofit organization serving adults and children experiencing homelessness from the west end of San Bernardino County, CA, to the east end of Los Angeles County experiencing homelessness. The shelter houses them for a period of up to 120 days, free of charge, and also offers one-year transitional housing and extended housing services. The SSCGP helped the organization in its mission to enable these individuals in the Inland Empire region to acquire skills that will help empower them to eventually maintain a home and job, and to develop the necessary self-esteem to function as successful members of society.

Champion: Awilda Soto
Benefits Manager – Assistant VP

Charity and Cause:
The Royal Family Kids Day Camp Bronx, NY, chapter provided a week of summer camp for 34 at-risk children within the New York State foster care system. The camp-sponsored activities were designed to change the children’s trajectories by building their self-esteem and positioning them for success.

Champion: Sadikur Ahmed
Financial Analyst

Charity and Cause:
Big Brothers Big Sisters NYC, Woodside on the Move (a grassroots community organization in Woodside, Queens, NY) and Steel Cutters LLC (a Black-owned barber shop in Queens) combined forces to help underprivileged students at Woodside Community School P.S. 361. Through joint support from the SSCGP and Signature Bank colleagues, these organizations provided bags of school supplies and free haircuts to underprivileged boys and girls in grades K-12.
The Scott Shay Charitable Grant Program (SSCGP) Cont.

Champion: DJ Kurtz
Group Director – SVP
Charity and Cause: Hamilton Families, San Francisco’s leading not-for-profit serving families experiencing homelessness, worked with the SSCGP to refurbish and upgrade transitional housing sites for 20 families located in San Francisco’s North of the Panhandle neighborhood. The group focused on hauling away the old and bringing in the new by providing new furniture for each family.

Champion: Sharon Ward
Senior Compliance Analyst
Charity and Cause: The Bank’s support of the Lower East Side People’s Care (LESPC) Garden Project was spearheaded by Sharon, whose involvement with the organization began when she started working alongside her mother, a LESP member who has lived in the area for over 35 years. The community garden’s objective was to create a safe space in which people of diverse backgrounds could volunteer together with the goal of encouraging education and promoting urban agriculture, all while improving the well-being of the community. The SSCGP donated concrete benches, wood tables and chairs, table umbrellas, security cameras, and a free children’s library and books.

Champion: Matthew Cohen
Group Director – VP
Charity and Cause: The SSCGP proceeds to Callen-Lorde’s Community Health Outreach to Teens program provided LGBTQ+ adolescents, many of them experiencing homelessness, with access to free healthcare services and winter supplies throughout the New York City area. Callen-Lorde’s Mobile Medical Unit provides these services regardless of the recipients’ ability to pay, 365 days a year.

Champion: Kristina Kozikott
Associate Group Director – VP
Charity and Cause: Kristina and the SSCGP sponsored the Dear Santa project with the goal of putting smiles on the faces of 200 children at the Briarwood Shelter in Queens, NY. Signature Bank colleagues gathered to support this effort by wrapping presents and throwing a party for the shelter families in New York, in addition to supporting the Salvation Army’s Angel Tree effort in Durham, NC. In total, $30,000 worth of toys were donated to children in need.
Colleague Volunteerism

Signature Bank’s colleagues are not only generous with donating money to worthy causes, they are eager to donate their time as well. The Bank has several of its own initiatives to capture colleague enthusiasm, and outside of work the causes and commitments of our Signature community are limitless.

THE CIVIC PROGRAM
In 2017, Signature Bank created The CIVIC Program as a way to incentivize our colleagues to participate in bettering their communities through volunteer work. Logging at least 16 hours of qualifying volunteer time earns colleagues an extra paid personal day. Participating colleagues have contributed hundreds of hours of service to not-for-profit organizations that have benefited from their experience.

9/11 MEAL PACK DAY
On the 20th anniversary of the 2001 terror attacks, over 120 Signature colleagues in New York City, San Francisco, and Los Angeles joined nearly 7,000 volunteers across America to assist the 9/11 Day Organization in its National Day of Service meal-pack initiative. The Signature team created over 10,000 meals that were to be donated to Feeding America-affiliated food banks. This National Day of Service and Remembrance was Signature’s first, and the Bank intends to participate annually with a growing pool of volunteers.

CAMPAIGN AGAINST HUNGER
As a team-building exercise with a hands-on result to be enjoyed by less fortunate New York City residents, the Executive Management team of Signature Bank dedicated an afternoon to baking pies for Campaign Against Hunger in Brooklyn, NY, delivering more than 80 delicious desserts. The event was held at the Institute of Culinary Education in New York City. Campaign Against Hunger operates community food pantries and distributes provisions to local residents in need.
Independent Colleague Efforts

The individual and collective power of our now more than 2,200 colleagues is felt far beyond the boundaries of Signature Bank. Their giving is in both time and money, benefitting a wide variety of causes. And while much of the influence and expertise that makes them valuable are directly attributable to their roles at Signature, their efforts are truly their own, and many are often unsung.

At right and on the following pages, we highlight how this dedication to doing good is manifested outside of business hours by a variety of Signature colleagues.

Joan Bartolomeo  
Director of Community Development – VP

Joan joined Signature Bank in 2013 following a career in medical research and not-for-profit management. Dedication to advancing the health, economic vitality, and quality of life for her fellow Brooklynites has driven her to join several not-for-profit organization boards outside of her work in Community Development at the Bank. One theme that remains a constant in Joan’s extracurricular volunteerism is a desire to lift people up so they can be all that they can be for their families and realize their dreams. This driving force has led her to join various boards promoting myriad causes including affordable housing, entrepreneurship, financial literacy, educational attainment, and even the expansion of the biotechnology industry in New York City.

Gretchen Garnecho  
Lending – Assistant General Counsel – VP

Gretchen has been a leader in expanding Signature Bank’s Legal Department since joining the Bank in 2020, as she has built out a team practicing corporate finance law in the lending space. However, she also has a passion for personal finance. When not assisting the Bank’s clients and conferring with different legal partners, she loves working with students and adults on improving their financial literacy. She teaches classes with both the High Water Women Foundation, a group that engages women and men throughout the financial services sector in volunteerism and philanthropic giving; Gretchen also promotes financial literacy independently through Blueprint Budgeting – a personal budgeting program of her own design.
Independent Colleague Efforts Cont.

Kathy Kanno-Wood
Head of Specialized Mortgage Banking Solutions – Managing Group Director

Following a successful career at a large financial institution in the Mortgage Banking space, Kathy brought a team with her to Signature Bank in 2019 to build out the Specialized Mortgage Banking Solutions function and found kindred spirits who also wanted to help those in their communities. Once other colleagues, including a former Board member, saw how enriching Kathy’s work with Supporting Her Education Changes a Nation (SHECAN) and the Minority & Women Contractors & Developer’s Association (MWCDA) was, they also took up the cause.

SHECAN is a group mentoring program that pairs five mentors with a high school-aged girl in a foreign nation in which women do not have the same resources or opportunities as female students in the United States have. Kathy’s most recent mentee from Cambodia graduated from the University of Minnesota and is now working in consulting in her home country. In addition, Kathy is heavily involved with the MWCDA, which enables professionals from diverse backgrounds to maintain staying power in an industry in which they are normally underrepresented.

Marsela Pecanac
Group Director – SVP

In addition to her role as a Group Director within one of the Bank’s Private Client Group’s in San Francisco, Marsela works with several boards that highlight her passions for both the environment and honoring her Eastern European roots. She is a board member of: Rainforest Action Network (RAN), an environmental organization based in San Francisco that works at the intersection of climate justice and human rights by challenging systemic injustice; Threshold Foundation, a progressive grant-making foundation on which Marsela serves as Board President; and perhaps most notably, the Foundation Atelier for Community Transformation (ACT), which supports activists in the Western Balkans by helping them protect the environment and rebuild their communities through grassroots campaigns.

Through ACT she supports the Blue Heart of Europe Campaign (initiated by Patagonia, Riverwatch, and several other organizations), whose mission is to protect and save the last wild European rivers in the Balkans. ACT’s nomination helped secure the 2021 the Goldman Environmental Award (also known as the “Green Nobel Prize”) for the Brave Women in Kruscica in Bosnia for their epic river defense. Marsela is also an advisor for the Jericho Foundation, a nonprofit providing scholarships to disadvantaged kids in Bosnia and Herzegovina, and partners with Re:wild (formerly Global Wildlife Conservation), a foundation building an ecosystem for collaboration and impact launched in 2021 by actor Leonardo DiCaprio. DiCaprio has personally supported ACT’s campaigns several times over the past few years while Marsela served on its board.
As noted throughout this report, Signature Bank’s senior executives lead by example in supporting our colleagues and communities as well as in leading the business.

Joseph J. DePaolo  
President and Chief Executive Officer

Since cofounding Signature Bank over two decades ago, Joe has had his hands full leading one of the country’s premier full-service commercial banks. However, he has always found plenty of time to combine two of his passions: giving back to the community and New York sports. One organization that Joe tirelessly supports in his role as a Board Member and champion is the Dr. Richard Barnett Foundation, a group led by Basketball Hall of Famer and New York Knicks legend Dr. Richard “Dick” Barnett that serves underprivileged New York City youth.

Established during the height of the COVID-19 pandemic, Joe’s leadership and backing enabled the foundation to sponsor its inaugural luncheon and golf outing. During these events, the group raised around $250,000 to support its initial 25 scholars from across the five boroughs. Now 50 students strong, the organization has its sights set on expansion to Los Angeles.

“The Mariano Rivera Foundation was started in 1998 by Baseball Hall of Famer and New York Yankees legendary pitcher Mariano Rivera and his wife Clara. Since 2016, the foundation has been focused on providing educational resources to underserved children and youth through college scholarships, back-to-school events, as well as pandemic and disaster relief. Based primarily in the New Rochelle, NY, neighborhood where Rivera moved while playing for the Yankees, as well as in central Florida, the group is currently focused on building a learning center for children in the New Rochelle area and is piloting a mentoring program in Florida teaching vocational training to young people of color. Joe has served on the Board of the Foundation since 2020.

“Joe has been very instrumental in supporting the foundation’s work financially, especially with his support of the soon-to-be-built learning center and annual golf outing in his hometown of New Rochelle,” says Executive Director Lisa Vega. With a groundbreaking of the learning center set to take place in late 2022, it’s clear that Joe and Signature Bank’s commitment to mentorship of local students will remain strong in the communities which Signature Bank colleagues live and work.”
Independent Colleague Efforts

Judith A. Huntington
Lead Independent Board Director of Signature Bank and President, Pegasus Financial Concierge LLC

In addition to her role as Lead Director of the Signature Bank Board of Directors and as President of her own firm, Judith Huntington devotes significant time and energy in helping lower income members of her community and supporting environmental causes.

Judith serves as a tax preparer and President of the Board of Volunteer Income Tax Assistance (VITA) of Danbury/New Milford. With more than 40 volunteers, Danbury-VITA Inc. offers free preparation and electronic filing of federal and state income tax returns to hundreds of people with incomes of $66,000 or less.

Judith is also deeply committed to preserving Connecticut’s open space and trail systems. She is a board member of former Treasurer of the Newtown Bridle Lands Association (NBLA), a nonprofit trust committed to preserving, protecting, and maintaining riding and hiking trails in Newtown, CT. NBLA works sensibly with landowners, developers, and the town land use commissions to perpetuate, conserve, and create links to open space and trails.

Derrick Cephas
Signature Bank Board Member and Of Counsel, Squire Patton Boggs (U.S.) LLP

Derrick’s New York roots run deep – as does his passion for enabling the city to become a better place to live and work. A member of the Bank’s Board since 2016, Derrick has served in multiple leadership positions supporting not-for-profit and civic endeavors. Derrick has held directorships within the Empire State Development Corporation, the New York State Public Asset Fund, the Mayor’s Fund to Advance New York City, and the New York City Housing Authority Board, where he was sought after for his broad experience in real estate and finance, as well as expertise in public policy matters. Derrick has also served as Chairman of the New York City Board of Correction, where he focused on improving the city’s criminal justice system and its correctional facilities.

Derrick has been a Director of the Fresh Air Fund for over 30 years, guiding the not-for-profit youth development organization that has sponsored sleepaway camps for New York City’s underserved communities for nearly 150 years. Derrick has also been an active member of the Board of Trustees for the Trevor Day School, an independent, coeducational day school on the Upper East Side of Manhattan that prides itself on fostering a learning community steeped in a “diversity of ideas, ways of learning, experiences, and cultures.”
Independent Colleague Efforts Cont.

Below is a representative list of additional Signature Colleagues and the roles they play in supporting a wide variety of causes and organizations.

**Janice Ashley**, Group Director – SVP:
Board Member and Fundraising Co-Chair for North Shore Child & Family Guidance Center on Long Island

**Frank Besignano**, Business Development Manager:
Member of the Board of Trustees of Staten Island University Hospital

**Hillary Bogi**, Senior Client Associate, Officer:
Volunteer Ambulance Driver for Dix Hills, Long Island EMS & Fire Department

**Cliff Broder**, Managing Group Director – SVP:
Board Member, Housing & Services Inc., New York

**Claudia Cetta**, Compliance Training Specialist:
Volunteer at St. Vincent DePaul food pantry and its “Peanut Butter & Jelly Gang.”

**Drew S. Crowley**, Group Director – SVP:
Chairman of the Board of Trustees, Family and Children’s Association / Long Island

**Keith Engley**, Group Director – SVP:
Board Member and Trustee for State University of New York Old Westbury College on Long Island

**Kevin Hardiman**, Group Director – SVP:
Member of the Protection Committee, Community Oyster Gardening on Long Island

**Ned Hill**, Managing Director – SVP, Venture Banking Group:
Board Member of Junior Achievement of Georgia

**Ann Marie Immerso**, Group Director – SVP:
Board Member and Treasurer, The Maurer Foundation for Breast Health Education, Long Island, New York

**Sania Kazimi**, Group Director – SVP:
Blood Drive organizer for Cedars Sinai Foundation, suburban Los Angeles

**Zoe Koutsoupakis**, Group Director – SVP:
Private fundraiser for provision of holiday meals for impoverished families throughout Bay Ridge, Brooklyn

**Pasquale Loporcaro**, Group Director – VP:
Executive Director of Emergency Children’s Help Organization, Staten Island, New York

**William Maguire**, President, Signature Securities Group:
Director of the Board of South Shore Little League on Staten Island

**James McHugh**, Group Director – SVP:
Board Member and Past President, St. Patrick Society of Brooklyn

**Rosemary McLaughlin**, Group Director – SVP:
Chairperson of the Board of Directors for the United Hebrew Geriatric Center of Westchester, New York

**Thomas Mooney**, Group Director – SVP:
Board Member and Co-Chair of the Resource Development Committee for United Way of Westchester & Putnam counties, in New York

**Keith Novitz**, Group Director – SVP:
Board member of Community Development Corp. of Long Island; Fundraiser, Robins Backpack Foundation
Thinking Globally
Signature Bank has always been committed to operating our business in an economically, environmentally, and socially responsible manner. Until our recent expansion, adding Financial Centers and Private Client Offices on the West Coast and opening smaller outposts throughout the U.S. to support a variety of our newer, specialized banking teams, our efforts have been primarily based upon lessening our environmental effect while pursuing positive social impact in the New York metropolitan area.

We realize that as we grow, so grows our need to view our responsibilities on a wider basis. A greater physical presence demands even more attention to our direct effects on the environment, and our ever-strengthening financial position dictates that we support global social and environmental causes in larger ways than ever before.

“We continue to develop our franchise and brand with great care and consideration of all the effects that accompany our expansion. We’ve learned invaluable lessons during our first 20 years, and we are applying that knowledge and experience to be the best global citizens that we can be.”

Vito Susca
Chief Administrative Officer, Executive Vice President
A Business Model with a Minimal Footprint

Designed to focus on commercial banking, Signature Bank’s model is based on forging deep relationships between our network of dedicated private client banking teams and our clients, rather than on the presence of inefficient brick-and-mortar locations. These teams serve as a single point of contact for our clients, a strategy that initially distinguished the Bank throughout the metro New York area and now continues to do so as we expand on the West Coast and elsewhere.

According to statistics compiled by the FDIC and other public sources, as of December 31, 2021, there were over 4,200 insured commercial banks in the U.S. operating almost 73,000 branches. Only 37 of those branches belonged to Signature Bank, for an average of more than $2.87 billion in deposits per branch.

In contrast, one of Signature Bank’s comparably sized competitors operates 1,045 locations with an average of just $148.4 million in deposits per branch. The nation’s largest financial institution operates almost 4,900 branches, averaging slightly more than $50 million in deposits per branch.

“As technology evolves and is adopted by the Bank, we’ll only open new physical locations when they make sense strategically, and our footprint will continue to have far less impact on the environment than those more typical of our industry.”

Andrew F. Corrado
Head of NY PCG Administration, Senior Vice President

According to statistics compiled by the FDIC and other public sources, as of December 31, 2021, there were over 4,200 insured commercial banks in the U.S. operating almost 73,000 branches. Only 37 of those branches belonged to Signature Bank for an average of more than $2.87 billion in deposits per branch.
Minimizing Our Own Environmental Impact

Signature is serious about reducing its corporate carbon footprint and the effect that each of our colleagues has on the environment. To minimize those negative impacts we employ best eco-practices, we are undertaking a wide range of initiatives focused on improved sustainability, and we promote responsible individual colleague actions.

The Bank has adopted many energy efficient and environment-friendly measures throughout its offices and financial centers nationwide, including power-saving initiatives, paperless solutions, recycling programs, and uses of emerging, advanced technologies. All have diminished the organization’s negative environmental impacts, and many have reduced operating costs as well as resulted in new and enhanced services to the Bank’s clients.

• The Bank has begun an effort to identify and quantify Signature’s enterprise-wide carbon footprint and respond to that data with a roadmap to adopt meaningful actions – both tactical and strategic – towards meeting the goal of carbon neutrality and, ultimately, to become carbon-free.

• Signature continues to consolidate and relocate many back-office operations into newer energy-efficient offices, in some cases LEED-certified.

• High-efficiency heating, ventilation, and air conditioning systems are specified with the build-out of all new spaces.

• We install motion-sensitive lighting and LED-sourced options to conserve energy.

• We use solar shades to reduce heat transmission.

• All offices are finished with repurposed furniture and eco-friendly carpeting.

• Our IT team has moved several important applications to the Microsoft Azure Cloud, retiring servers in energy-consuming data centers.

• Video conferencing capabilities enable our colleagues to meet the same goals as in-person meetings, while radically reducing travel and all of its resulting impacts.

• We encourage the use of mass transit and colleague carpooling for commuting, reducing fuel use and emissions.

• Signature maintains extensive recycling efforts across all financial center locations and support facilities.

• We continue to move towards digital initiation and retention of all files, reducing the need for printing and eliminating a great deal of paper usage and waste. Several developments became almost 100% paperless with the complete removal of printers. 1,800,000 pages were scanned instead of printed.

• When printing physical documents is necessary, we utilize environmentally conscious approaches, including the use of recycled papers and soy inks.

• We are moving towards the elimination of paper cups and other accessories throughout the Bank, beginning with the distribution of reusable coffee mugs and thermoses to all colleagues.
Offering Sustainable Solutions to our Clients

The Bank’s commitment to sustainability also focuses on the services that we provide to our clients and the efficient delivery of those services. We are constantly developing new tools and processes that enable our clients to lessen their impact as well as ours.

Signature’s greatest achievement in this area thus far has been the successful, wide-ranging client adoption of our proprietary, blockchain-based Signet™ instant payment platform. Signet™ provides an innovative, efficient, and energy-saving way to make real-time payments, 24 hours a day, 7 days a week, 365 days a year.

• Typical cryptocurrency payments, such as those using Bitcoin, consume a great deal of energy due to their mining activities. Signet™ validates transactions within a private, permissioned network, avoiding the high-energy consumption characteristics of more typical digital currencies.

• Signet™ eliminates the large energy expenditures that legacy payment methods, including wire transfers and ACH transactions, often require due to the need for multiple approvals, clearing banks, and other systems that can take days to execute.

• Signet™ runs on the carbon-neutral Google Cloud platform (GCP).

Signature has also been extremely successful at transitioning towards a complete digitization of a wide range of transaction management and account servicing processes.

• Utilization of state-of-the-art DocuSign and Intelledox technologies is removing the requirement to print, sign, and return tremendous amounts of otherwise hard-copy documentation.

“In order to maintain our leadership position within the mid-market commercial banking space, Signature has been making significant investments in technology. Signet™, our proprietary, first-of-its-kind, blockchain-based payment platform, has proven to be a win for all stakeholders, including the environment, as the platform is operated in a managed carbon-neutral cloud environment.”

Frank Santora
Chief Payments Officer, Senior Vice President
Launched the year prior, Signature Bank’s Impact Banking Group established a notable presence in 2021. The Group is dedicated to the concept of offering the Bank’s multitude of financial services to concerned clients that result in positive impacts from both their deposits and loans. The Group’s ultimate mission is to leverage the collective power of these like-minded organizations, businesses, and individuals to benefit local communities and the Earth as a whole.

The Impact Banking Group’s clients are often themselves involved in renewable and energy-efficiency initiatives, organic food and natural product companies, and many other environmentally and socially sensitive endeavors. At present, the Group’s client roster includes: B Corps, Family Offices, Impact Investors, Mission-Aligned Companies, and Foundations and Nonprofits.

A ROBUST ARRAY OF PRODUCTS & SERVICES
- Business Deposit Accounts with Reduced Banking Costs
- Relationship-Based Money Market Rates
- Impact-Focused Certificates of Deposit
- Cash Management – Receivables & Payables
- Broad Financing Options
- Brokerage and Investment Services based on your Investment Policy Statement’s requirements, provided through the Bank’s wholly-owned subsidiary, Signature Securities Group
Impact Certificates of Deposit

To assist the efforts of the Impact Banking Group, in 2020, Signature introduced an Impact Certificate of Deposit (CD) program, which allows the Bank to align with clients in directing their funds to support common goals. Throughout 2021, the program took root and fully deployed its first $100 million of committed funds. The goal of this interest-generating deposit product is to direct its funds towards lending to Signature Bank clients involved in mission-aligned initiatives. Signature Bank matches clients’ funds in this program dollar-for-dollar, doubling the impact of designated deposits.

Areas of focus for Impact CD funding include socially-driven enterprises, clean energy and energy efficiency projects, regenerative agriculture and organic and natural food producers, and organizations engaged in mitigating and managing the effects of climate change.
Impact Investment Management

Signature Securities Group Corporation (SSG), the Bank’s broker-dealer subsidiary, offers a selection of active and passive sustainable investment options, a suite of strategies that combine traditional investment styles with environmental, social, and governance insights. SSG has developed an innovative, robust platform enabling the firm to construct socially and environmentally responsible financial plans with the intent to deliver returns that exceed industry benchmarks.

Clients of SSG have access to a wide variety of investment products to choose from in their effort to create a portfolio which closely aligns with their personal values and concerns. They can focus their investments in a variety of ways:

- **ESG-Directed Investing** evaluates individual companies based on their ESG business practices to identify risks and opportunities.
- **Thematic Investing** focuses on a particular ESG issue, such as targeting clean energy companies or firms promoting greater gender equality.
- **Screened Investing** eliminates exposure to companies or sectors that pose certain risks or violate an investor’s values, such as avoiding positions in companies involved with fossil fuels, firearms, or tobacco.
- **Impact Investing** seeks to achieve a measurable, sustainable outcome alongside a financial return, such as investing in green bonds that finance clean energy projects like solar panels.

Further, with the assistance of our industry-leading research partners, SSG is able to build diversified portfolios with quantifiable ESG scores.
Lending to Lead Change
Like almost every bank, Signature Bank derives a substantial portion of its revenue from the interest earned on its lending activities. But Signature evaluates lending opportunities on far more criteria than their potential effect on the Bank’s bottom line. We have developed a Bank-wide credit policy that details the types of credit deemed to have substantial negative influence on society, and Signature avoids granting loans that could result in harmful effects.

Outright, we do not engage in lending to companies or projects in a number of areas, including those related to the production of fossil fuels; the firearms, armament and military products industries; to private penitentiaries; or to any aspect of the sex trade.

At the same time, we seek out and engage socially conscious lending opportunities. In addition to the lending support offered by our Community Development team and the pandemic-fueled Payroll Protection Program, we are identifying these qualifying opportunities through a wide variety of clients served across the Bank. Our traditional lending groups, our newer specialized-expertise banking groups, our wholly owned subsidiaries, and brand-new lending products specifically designed to make a difference are all contributing to diversifying Signature Bank’s lending portfolio.
Commercial & Industrial (C&I) Small Business Loans

Small business is the engine of America, and Signature is committed to helping these incredibly varied entrepreneurial enterprises grow and thrive. As part of our C&I Lending operations, we are increasingly targeting funds towards the small business sector on both the East and West Coasts.
Specialty Banking Groups

Several of Signature Bank’s sector specialty teams have devoted considerable resources to supporting technology startups and investment funds in their quests to make meaningful social and environmental impacts alongside profits.

THE VENTURE BANKING GROUP

Signature’s Venture Banking Group partners with venture-backed companies and their investors by providing debt and deposit solutions to fuel growth and innovation. The Group is committed to supporting entrepreneurs and investors who are addressing the big issues that will positively impact sustainability. Through the Group’s national technology and life sciences practices, the team works with a variety of businesses addressing social change. This includes a biotech enterprise dedicated to climate-friendly food production through the development of microbe-based proteins for meat substitutes, and a technology group promoting safe business practices and increased diversity through a platform that openly tracks employee best practices, investigations and trends. The Group is especially passionate about prompting diversity and supporting underrepresented group in venture capital, including female and BIPOC investors, entrepreneurs, and founders. The Group hosts numerous curated events for these underrepresented factions and partners with other organizations also dedicated to their growth and success.

THE FUND BANKING DIVISION

The Fund Banking Division serves private equity firms and their general partners, providing lending to numerous funds that make investments related to sustainability, including those engaged in waste reduction, recycling technologies, and low-carbon coal alternatives resulting in lower greenhouse gas emissions. Through the Fund Banking Division, the Bank currently has several lending commitments that focus on eco-friendly and socially purposeful directives, including the premier fund that focuses specifically on investing in companies that enable carbon aversion in a quantifiable way; a fund that seeks to build a circular economy by investing in sustainable materials, responsible consumer goods and packaging, and advanced recycling, manufacturing, and collections; and real estate investors who endeavor to solve the problem of a lack of affordable workforce housing in many U.S. markets.
Commercial Real Estate Lending

Throughout 2021, Signature Bank provided significant support to affordable housing by lending to borrowers of community development-eligible properties.

- $1.6 billion of multifamily loans within our portfolio were located in low-to-moderate income (LMI) areas.
- The Bank funded $633 million in loans and mortgages for properties where in excess of 50% of the units met United States Department of Housing and Urban Development affordability guidelines.
- The Bank originated almost 30 mortgages totaling $122 million for developments offering project-based Section 8 vouchers, supportive housing for the formerly homeless and/or mentally ill, and single-room occupancy apartments for qualifying low-income tenants.
- 191 community development loans for affordable housing and neighborhood revitalization were made, totaling $913 million.

“Signature Bank is committed to being prudent and responsible across all of our multifamily lending practices, and we recognize the value of preserving affordable housing stock, of fostering improved compliance by landlords in the rent-regulated housing market, and of supporting the legal rights of both tenants and owners.”

Joseph E. Fingerman
Managing Group Director, Senior Vice President
Commercial Real Estate Lending

$1.6B

$1.6 billion of multifamily loans within our portfolio were located in low-to-moderate income (LMI) areas.
Go Green Environmental Impact Lending

Go Green is a new Signature Bank lending initiative specifically designed to assist our clients in reducing their businesses’ negative impacts on the environment through the financing of energy-efficient equipment and other sustainable solutions.

In connection with Go Green projects, the Bank will engage a third party to help maximize a project’s total savings and identify other ways to conserve energy. Clients will be able to perform a project cost-benefit analysis to quantify the potential associated reduction in energy costs. Real estate sectors including multifamily residential property owners, residential cooperative management companies, and owner-occupied real estate borrowers in particular should benefit greatly from these borrowing opportunities.

As of December 31, 2021, the Bank had committed $100 million to Go Green-qualifying loans to be made available at concessionary interest rates.

“As we pilot our Go Green program, we’re learning where borrowers are making the biggest impact on improving sustainability. We’ve already found that renewable energy projects are hugely efficient, particularly the installation of solar panels.”

Dawn Juliano
Deputy Chief Lending Officer,
Senior Vice President

ELIGIBLE USES OF GO GREEN FUNDING INCLUDE:

ENVIRONMENTAL IMPACT IMPROVEMENTS
- Roof replacements
- Window replacements
- High-efficiency HVAC systems
- Air filtration systems
- Low-flow water systems

RENEWABLE ENERGY PRODUCTS & INSTALLATIONS
- Solar panels and power generating systems
- Wind turbines, generators, and transformers

COMPUTER SOFTWARE RESULTING IN PAPERLESS SOLUTIONS
Signature Financial LLC, Signature Bank’s wholly owned equipment and specialty commercial finance subsidiary serving the private sector, and Signature Public Funding Corp., a second subsidiary focused on municipal lending, are both in unique positions to finance initiatives that can have substantial environmental and social impacts. Purchases of more fuel-efficient and less polluting vehicle fleets; upgrades to safer, more advanced manufacturing equipment; and development of solar power capabilities are just a few examples. Below are several energy initiatives that Signature Financial was proud to support with funding in 2021.

**THE REGENTS OF THE UNIVERSITY OF CALIFORNIA**

Signature Financial provided a $7.6 million loan to the University of California at Santa Cruz for a 2,172-kilowatt solar photovoltaic system that will generate self-sustaining energy for that campus. The project will also include a 1,000-kilowatt energy/battery storage system to be installed in 2022 that will prepare the University for any power outages or grid disconnections.

**WALMART**

Signature Financial provided $6.8 million for the installation of 3,397-kilowatt solar photovoltaic systems at Walmart locations in Arizona and Maryland for self-sustaining energy generation. These projects are part of a larger effort where Signature Financial is targeting similar installations at 15 additional locations in 2022 and beyond.
Signature Financial & Signature Public Funding Corp. Cont.

PLUG POWER, INC.
Signature Financial provided funding for two separate transactions totaling $42 million under an approved $50 million equipment leasing/investment tax credit facility for this alternative energy client. Headquartered in Latham, NY, Plug Power is the leading provider of turnkey clean hydrogen and zero-emission fuel cell solutions. The enterprise develops, manufactures, and commercializes hydrogen fuel cell systems as an alternative to replace conventional batteries in equipment and vehicles powered by electricity.

THE CATHOLIC CHARITIES BROOKLYN AND QUEENS
Sometimes, environmental impacts overlap social benefits, as they did in Signature Financial’s $5.5 million funding of an 1,199-kilowatt community solar facility in Westchester County, NY. Constructed by EDP Renewables and designed to benefit the Catholic Charities affordable housing developer and their low-to-moderate income residents in Brooklyn and Queens, the new facility promises to deliver clean, renewable electricity and alleviate energy poverty. This system also qualifies for a New York State Energy Research and Development Authority (NYSERDA) grant.

“Our efforts with EDPR and the support of Signature Financial go hand-in-hand with our commitment to affordable housing and climate change. This collaboration brings us one step closer to our goal of preserving affordable housing for low-income neighbors and reducing our carbon footprint and energy costs.”

Monsignor Alfred LoPinto, CEO of Catholic Charities Brooklyn and Queens
Signature Bank believes that sound, principled corporate governance is critical not only to meet the expectations of regulators, our colleagues, the public, and our shareholders, but it supports and enhances our business strategy by upholding our credibility in the marketplace and reinforcing the trust that has been placed on us over the last 20 years.
Ethical Standards

First and foremost, Signature Bank understands that our colleagues, clients, and shareholders have extremely high expectations of us. Therefore, as an institution, we raise the bar even higher. Every one of the Bank’s colleagues – from the Chairman of the Board and Board members to our legions of valuable teammates that keep our business running smoothly every day – must exhibit only the highest ethical standards. We have written and adopted our Standards of Conduct and Code of Ethics as applicable to all. This comprehensive document is available online for public viewing at all times along with all of the Bank’s Corporate Governance & Committee Charters on Signature Bank’s Investor Relations web pages found at Investor.SignatureNY.com.

"Before joining the Board of Signature Bank of New York I checked the sources of information available to me to see if its practices conformed to those I had worked for as a member of the House Financial Services Committee. My initial conclusion that they did has been confirmed by my experience on the board. While I am especially gratified by the leading role we take in financing affordable housing, through programs on which I worked as a Congressman, I’m proud as well of our record of protecting the rights of customers, honoring our commitment to the greater community, and dealing fairly with our employees. The fact that Signature Bank has prospered and grown while following these best practices tells a very important story."

Barney Frank
Former U.S. Congressman and current Signature Bank Board Member

"Sound corporate governance is critical to the Bank’s stability and growth, and we continue to monitor industry trends and solicit input from our shareholders and advisors to ensure that we adhere to best practices."

Seth William Stern
Senior Vice President and General Counsel
Stability & Diversity Within the Bank’s Management and Board of Directors

Over the past twenty years, Signature Bank has grown without interruption, despite resisting mergers and acquisitions in order to maintain a corporate framework that remains acutely manageable and highly efficient. The cornerstone for this success has been maintaining a steadfast stability that ensures the Bank stays true to its business model and remains well positioned to maximize revenue and capitalize on current and future opportunities while allowing the institution to meet its wider responsibilities to society.

From the Bank’s inception through 2021, in the spirit of promoting stability and continuity in the Bank’s leadership, the Bank’s Board has had a classified structure, under which the Bank’s co-founders have served throughout the Board’s organization and independent Board members have joined for shorter, multi-year periods. In response to feedback from our stockholders and following an affirmative vote at the 2022 Annual Shareholders’ Meeting, the Board is moving to a declassified structure, providing for annual elections of all directors, which will be phased in over a three-year period. This decision was based on the careful consideration of many factors, including a review of the Bank’s corporate governance principles, corporate governance trends, current peer practices, input from our institutional stockholders, and guidelines of proxy advisory firms. As a result, the Board recognized that a classified Board structure does not enable the stockholders to express a view on each director’s performance or their corporate governance policies through elections on an annual basis. The Board believes that these changes underscore the Bank’s deep commitment to accountability to our stockholders as it continues to serve their best interests.

BOARD STANDARDS AND EVALUATION

From time to time, the Nominating Committee of the Bank’s Board of Directors assesses the appropriate size of the Board, and whether any vacancies on the Board are expected. In the event of vacancies or additions, the Nominating Committee considers potential candidates for the open director position utilizing a variety of methods for identifying and evaluating nominees. Candidates may come to the attention of the Nominating Committee through current Board members, professional search firms, shareholders, or other persons. The Nominating Committee then uses established criteria to determine the qualifications of a new director, and takes into account other relevant factors as it deems appropriate. The current composition of the Board, the balance of management and independent directors, the need for Examining Committee representation, industry expertise, and the evaluations of other prospective nominees are all carefully considered.

The Qualifications of a Director

- Directors must be of the highest ethical character and share the mission, vision, and values of the Bank.
- Directors must have reputations, both personal and professional, consistent with the image and reputation of the Bank.
- Directors must be highly accomplished in their respective fields, with superior credentials and recognition.
- Directors should have relevant expertise and experience, and be able to offer advice and guidance to the Executive Chairman and the Chief Executive Officer based on that expertise and experience.
- Directors must be able to read and understand fundamental financial statements and understand the use of financial ratios and other relevant data in evaluating the financial performance of the Bank.
- Directors must have the ability to exercise sound business judgment.
- Directors must have sufficient time, energy, and attention to ensure the diligent performance of his or her duties.
Stability & Diversity Within the Bank’s Management and Board of Directors Cont.

BOARD DIVERSITY

Inclusion and diversity are key priorities for the Board, which aims to be as varied as possible in its composition. Ethnicity, gender, sexual orientation, and the diverse backgrounds, skills, and experiences of the directors all contribute to the collective Board’s ability to provide strong guidance and to participate in the evaluation and oversight of strategy and risks.

We believe that such a diverse Board, management team, and workforce position us to understand clients’ needs more fully, which in turn drives our efforts to innovate and deliver superior client value. Diversity of thought is also incredibly important to a Board’s successes. Diverse perspectives in the boardroom enable us to view issues through different lenses and help us to guide the Bank in a thoughtful manner.

Committees of the Board

- **Examining Committee**: Serves as audit committee and oversees (a) the accounting and financial reporting processes of the Bank, including the integrity of the financial statements and other financial information provided by the Bank to its stockholders, the public, any stock exchange, and others; (b) the Bank’s compliance with legal and regulatory requirements; (c) the independent registered public accounting firm’s qualifications and independence; (d) the audit of the Bank’s financial statements; (e) the performance of the Bank’s internal audit function and independent registered public accounting firm; and (f) any other matters as shall be mandated under applicable laws, rules, and regulations including the Securities Exchange Act of 1934 and the rules promulgated thereunder, as amended, the listing standards of the Nasdaq Stock Market and FDIC Regulation § 363.5.

- **Board Risk Committee**: Responsible for the oversight of the risks inherent in the Bank and the review, assessment, and control processes with respect to such risks.

- **Credit Committee**: Provides oversight of (a) the credit and lending strategies and objectives of the Bank; (b) the credit risk management of the Bank, including reviewing internal credit policies and establishing portfolio limits; (c) the quality and performance of the Bank’s credit portfolio; and (d) approval of loans at thresholds.

- **Compensation Committee**: Directly responsible for the compensation of the Bank’s executive officers. The committee designs all incentive compensation arrangements that (a) provide colleagues with incentives that appropriately balance risk and reward; (b) are compatible with effective controls and risk management; and (c) are supported by strong corporate governance by both management and the Board, in general, and this committee in particular.

- **Nominating Committee**: Responsible for (a) identifying individuals qualified to become members of the Board of the Bank, consistent with criteria approved by the Board; and (b) recommending such qualified individuals to the full Board for nomination at shareholder meetings or to fill vacancies in the Board between shareholder meetings.

- **Social Impact Committee**: Provides oversight and guidance with respect to social impact issues, including sustainability, diversity, equity, inclusion, community engagement, employee development, employee health and safety, and any other environmental, social, or governance-related initiatives, policies, and strategies of the Bank.
### Stability & Diversity Within the Bank’s Management and Board of Directors

**Cont.**

#### Board Diversity Matrix

*As of June 30, 2022*

<table>
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<tr>
<th>Skills &amp; Experience</th>
<th>Scott A. Shay</th>
<th>Derrick D. Cephas</th>
<th>Joseph J. DePaolo</th>
<th>Barney Frank</th>
<th>Eric R. Howell</th>
<th>Judith A. Huntington</th>
<th>Jalak Jobanputra</th>
<th>Michael V. Pappagallo</th>
<th>Maggie Timoney</th>
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**Sexual Orientation (Voluntary)**

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<tr>
<th>Gender</th>
<th>Scott A. Shay</th>
<th>Derrick D. Cephas</th>
<th>Joseph J. DePaolo</th>
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**Age**

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**Race/Ethnicity**

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<tr>
<th>Race/Ethnicity</th>
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Stability & Diversity Within the Bank’s Management and Board of Directors Cont.

2021 ORGANIZATIONAL UPDATES

During the past year, Signature Bank made several organizational appointments, promotions, and transitions to strengthen the Senior Management team as the Bank continued to grow and a number of senior leaders transitioned into retirement. The majority of these moves promoted internal mobility and increased the diversity of the team. Several of these changes took effect in June 2021. Through these changes, the Bank has both rewarded strong performance and maintained a stable management structure by retaining many Signature Bank veterans and bringing on proven external talent. Each of the following colleagues are members of the Signature Bank Executive Management team:

Senior Executive Vice President Eric R. Howell, with Signature since the Bank’s inception, assumed the role of Chief Operating Officer following the retirement of outgoing COO Mark Sigona. Mr. Howell had served as Senior Executive Vice President - Corporate and Business Development since 2013.

Kevin Hickey, formerly the Bank’s Senior Vice President (SVP) and Chief Risk Officer, shifted his role to take on the position of Chief Investment Officer and Treasurer following the retirement of Executive Vice President and Treasurer Peter Quinlan. Hickey had served as Associate Treasurer when he joined the organization in 2004. He was promoted to Executive Vice President in early 2022.

Keisha Hutchinson joined the Bank’s Executive Management team as SVP and Chief Risk Officer as Mr. Hickey began transitioning into his new role. Prior to joining Signature Bank, Ms. Hutchinson was an Audit Partner at KPMG. Ms. Hutchinson now oversees the Bank’s Risk Management, Compliance, and Information Security functions.

Vito Susca took on the newly created post of Executive Vice President and Chief Administrative Officer (CAO), assuming various support unit responsibilities, including overseeing Risk and Compliance, Facilities, Corporate Security, and Special Projects, as well as serving as a liaison for Internal Audit and the Bank’s regulators. Mr. Susca had served as the Bank’s Chief Financial Officer (CFO) since 2013.

Stephen Wyrembski, was promoted to SVP and CFO following Mr. Susca’s appointment as CAO. He had served in his previous role of Controller since joining the Bank in 2015.
Other senior organizational changes that occurred during 2021 include:

**Catherine Donald-Grove**, former SVP and Director of Product Management Services, was promoted to SVP and Chief Product Officer, a newly established position in which she is responsible for furthering product capabilities as well as advancing sales efforts and fee income initiatives, including cash management, foreign exchange, credit cards, and money market funds.

**Dawn Juliano**, former SVP and Director of Credit Policy and Credit Administration, was named to the newly created position of SVP and Deputy Chief Lending Officer. In this role, Ms. Juliano will work closely with Executive Vice President and Chief Lending Officer Thomas Kasulka, to increase the Bank’s lending activities.

**Seth William Stern** was promoted from SVP and Co-General Counsel and Assistant Corporate Secretary to EVP and Corporate Counsel. In this role, he oversees the Bank’s Legal Department as well as its Corporate Governance and Corporate Affairs teams.

**Judy Wu**, former SVP and Co-General Counsel, was promoted to the newly created position of SVP and Chief Privacy Officer. She is responsible for the leadership and build-out of the Privacy Office, including managing risks related to the ever-changing global privacy landscape as well as overseeing regulatory compliance matters across the Bank.

**EXECUTIVE COMPENSATION**

Signature Bank’s compensation program is structured to reflect our evolutionary and entrepreneurial business strategy and organizational structure. Our goal is to deliver long-term value to our shareholders through an innovative business and operational model that is quite different from more traditional retail banks. Our success and significant organic growth reflect the vision of our three executive founders (President and CEO Joseph J. DePaolo, Chairman of the Board Scott A. Shay, and Vice Chairman of the Bank John Tamberlane) who built a company of veteran bankers to provide distinctive client-centric service.

The Bank’s compensation program is designed to reward our executives for maintaining and growing value for shareholders while balancing our focus on prudent risk-taking to ensure the safety and soundness of the institution. During these turbulent times, we believe that our compensation program encourages a strong and steady management team to drive our business strategy for the benefit of our clients, colleagues, and shareholders. In addition, we have taken a first step towards linking the importance of Social Impact to executive compensation by adding a related qualitative component to the Bank’s executive compensation plan.

The compensation paid to our non-employee directors reflects a philosophy of providing a meaningful portion (i.e., approximately 85%) of compensation in equity, to closely align with the interests of our shareholders. Other considerations include the role and contributions of our independent directors, many of whom serve on multiple committees; the significant time required because of the regulatory and risk management requirements in our industry; and the importance of having qualified, diverse independent directors to exercise objective oversight.

The number of restricted shares granted in 2021 represented the same number of shares as in 2020, which in turn represented a 40 percent decrease from the number of shares granted in prior years. Historically, the amount of shares granted to directors was based upon a fixed number of shares. However, in 2022, the number of shares will be determined based on a target-grant-date value in recognition of our strong stock price performance and to provide more consistent value year over year.
Risk Management

The Board Risk Committee oversees the risk management and governance framework of the Bank. This committee assists the Board of Directors with (a) the risks inherent in the Bank and the control processes with respect to such risks, (b) the assessment and review of credit, market, liquidity, operational, technology, data security, and business continuity risks, among others, and (c) the risk management activities of the Bank. In addition to the input of the Risk Committee, the Board’s primary means for overseeing and evaluating risk is through open lines of communication with senior management and Signature Bank’s Chief Risk Officer. In order to maintain appropriate independence, the Chief Risk Officer has a reporting line directly to the Board of Directors. The following structure guides our business activities:

- We instill in all colleagues that managing risk on an ongoing basis is everyone’s responsibility.
- Proactively identifying risk and managing the inherent and ultimate residual risks of each department is the responsibility of the business units.
- We manage risk with a balanced approach in line with our strategic goals, considering quality, profitability, and growth.
- We thoroughly analyze risk quantitatively and qualitatively, and we align risk management practices with defined risk programs to drive consistent execution.

We recognize that it is not practical to avoid all risk, at all costs. However, the Bank’s overall risk appetite is quite conservative, and we have no appetite for risks that are not adequately understood. We won’t undertake a new business, expand into a new market, or offer new products until the risks are thoroughly vetted and the necessary talent and resources are in place to effectively manage and mitigate those risks.

Keisha Hutchinson
Chief Risk Officer, Senior Vice President

RISK GOVERNANCE STRUCTURE

A culture of prudent risk-taking is pervasive throughout the Bank, ensuring that all Bank colleagues display ethical and accountable behavior. To that end, the Bank has created a robust Enterprise Risk Management program, designed to identify, articulate, manage, and mitigate business risks across the entire institution. The enterprise risk framework is supported by three lines of defense, each playing an important role in Signature Bank’s risk management:

- 1st Line: Senior Management and our colleagues responsible for directing individual lines of business
- 2nd Line: Risk Management and the Board Risk Committee
- 3rd Line: Internal Audit

A strong governance structure oversees risk management policies and processes with constant review and challenge of key business decisions and activities. This governance includes various levels of management committees – an Enterprise Risk Management Committee, Asset Liability Committee, Operational Risk Committee, Model Risk Management Committee, and Volcker Rule Oversight Committee – that include participation across all relevant departments. These committees ensure adequate oversight as well as serve as a review and an approval mechanism for key decisions and risk acceptances.
The Bank’s Risk Management Department oversees the adoption of risk policies in line with federal and state regulatory requirements and continuously monitors potential adverse exposure for the institution. A Risk Appetite Statement is reviewed annually by the Board, and throughout the year, Risk Management monitors and reports on the approved risk limits. Risk Management also utilizes risk assessment activities as tools to aid in the identification of potential risks and the assignment of appropriate actions to mitigate those identified risks.

All levels of the institution participate in risk management training, including Senior Management and the Board of Directors. In addition, the Bank’s relatively flat management structure allows for direct and open communication with a consistent focus and attention on risk management. The Bank’s incentive compensation structure is likewise aligned with the Bank’s prudent risk appetite and profile.

**COMPLIANCE PRACTICES**

Signature Bank has a comprehensive, effective, and efficient Compliance Management Program that enables a robust compliance culture to shield the bank from significant regulatory and reputational risk. The Compliance Department’s mission is to provide a protective approach to regulatory compliance in order to offer assistance and guidance to all colleagues.

The Board of Directors and Executive Management are ultimately responsible for and are committed to the development and administration of a compliance management system which enables compliance with appropriate regulations, including consumer protection laws and regulations, securities regulations, and Anti-Money Laundering regulations. The Board has demonstrated its commitment to maintaining an effective compliance management system by:

- Expressing its clear and unequivocal expectation that the Bank remains compliant with material federal and state rules and regulations, both within the Bank and through third-party service providers;
- Ensuring that clear policies are developed and implemented;
- Developing a Compliance Department under the direction of Signature Bank’s Chief Risk Officer and Chief Compliance Officer with authority to conduct day-to-day compliance operations;
- Allocating resources to Compliance based on need as determined by the types of products and services that Signature Bank offers its clients;
- Requiring periodic compliance training and testing, as well as issuing compliance-related reports.

Executive Management and the Board recognize that their leadership on compliance issues sets the tone for the entire organization.

**A Robust Compliance Program**

- Implements a regulatory control framework to assist the Bank in developing effective policies and procedures to evaluate and control compliance-related risk and develop appropriate governance and/or system processes
- Oversees a framework focused on ensuring that compliance risks and issues are identified, mitigated, and remediated in a timely manner as appropriate
- Integrates regulatory requirements into business processes and provides training and guidance to colleagues so they understand their duties and responsibilities in order to carry them out in a compliant manner
- Ensures that the Bank’s products and services are designed, offered, and administered with terms consistent with all relevant regulatory requirements
- Reduces regulatory risk through a strong compliance culture and consistent high-quality client service
- Develops sound compliance management for product design, delivery, and administration
- Provides an effective and efficient communications procedure and training and development programs, and swiftly responds to regulatory changes in a timely manner
- Conducts independent testing and assists with developing and/or updating applicable procedures which enable colleagues to operate within the parameters of regulatory requirements
Risk Management Cont.

**COMPLIANCE TRAINING**

Each year, to ensure adequate awareness of regulatory mandates and compliance procedures as well as of the Bank’s even more conservative positions in regard to a wide variety of issues, every Signature colleague is required to complete training, pass testing, and/or acknowledge course completion in a wide variety of specific areas:

- Ethics
- Data Governance
- Information Security
- Enterprise Risk Management
- Anti-Money Laundering / Know Your Client (KYC)
- Office of Foreign Assets Control (OFAC) Laws & Regulations
- Securities Trading / Prohibited Transactions
- Social Media Practices
- New Hire Training
- Unconscious Bias
- Sexual Harassment
- COVID-19 Prevention

Signature Bank’s Board of Directors and all Senior Management colleagues are required to complete trainings on laws and regulations relating to the following subjects:

- Loans to Executive Officers, Directors & Principal Shareholders
- Consumer Deposit Accounts and Lending
- Fair Lending

Signature Securities Group colleagues must complete:

- Annual Compliance Training
- Firm Element Continuing Education

In addition, there are more than three dozen targeted risk and regulatory training programs directed at various subsets of the Bank’s workforce as is relevant to their individual roles and responsibilities, including:

- The Military Lending Act
- Regulation P: Privacy of Consumer Financial Information
- Regulation CC: Expedited Funds Delivery Act
- Regulation DD: Truth in Savings
- Regulation E: Electronic Funds Transfers
- Unfair, Deceptive, Abusive Acts or Practices & Consumer Complaint Process (UDAAP)
- Identity Theft / Elder Abuse
- Third-Party Vendor Management
- Corrective Action Training for Managers
ANTI-BRIBERY AND ANTI-CORRUPTION PRACTICES

Our ethical business practices prohibit our colleagues from accepting or offering bribes and/or improper payments. We operate in compliance with all applicable regulations and laws, which include the U.S. Foreign Corrupt Practices Act and similar laws that prohibit improper payments. We have a Board of Directors-approved Foreign Corrupt Practices Act: Anti-Bribery and Accounting Provisions Policy that prohibits the use of the Bank’s funds for payment of bribes or for making improper payments to any persons or organizations in order to obtain their business, influence their policies or decisions, or for any other reason. This prohibition includes any payment to any foreign government official, colleague, or vendor that is not required by law.

In addition to prohibiting corrupt payments directly to foreign officials, the Policy prohibits payments made to third parties with the knowledge that the payment or part of the payment will be passed onto foreign officials for corrupt purposes.

ANTI-MONEY LAUNDERING (AML) PRACTICES

Signature Bank is dedicated to being a trusted financial institution and combating money laundering practices. We diligently work to ensure that our banking services are used responsibly and ethically and verify our clients’ identities to prevent any misuse of our services. We take pride in abiding by all laws pertaining to financial institutions and instill this across all business units through risk management training modules. All colleagues are required to complete annual trainings on the Bank Secrecy Act (BSA) and Anti-Money Laundering, as well as targeted training on Know Your Client, Fraud, and Security Awareness.

The Bank’s AML Policy, which was developed by the Compliance Department along with Senior Management and approved by the Board of Directors, covers the institution’s obligations for compliance with the BSA, the USA PATRIOT Act, and OFAC regulations, among other AML-related legal requirements. This policy designates BSA/AML officers within the Bank and its subsidiaries, implements required AML training, establishes sound AML policies including a Client Identification Program (CIP), specifies controls for ongoing AML compliance, requires the implementation of a risk assessment program, and sets forth responsibilities of Signature employees (including reporting to the Board, Senior Management, and/or the Compliance Committee). The Policy is reviewed annually and kept current by the appointed BSA/AML officers and Senior Management, and it is also reviewed and approved annually by the Board of Directors. AML training is provided to all employees and the Board of Directors at least annually. The Compliance Department’s risk assessment process established under this policy evaluates the products and services offered by the Bank, client types permitted to open accounts, and geographic areas of operation. The assessment also evaluates key controls and mitigating factors in place to manage risk and incorporates compliance enhancements made to strengthen the overall compliance risk management posture at the Bank.
**Risk Management Cont.**

**CLIMATE CONCERNS**

Addressing our world’s changing climate must be a critical piece of every financial institution’s go-forward strategy, and Signature Bank is no exception. We have a responsibility to reduce our own carbon footprint and to understand the impact of climate-related environmental risks and opportunities to our varied businesses to enable us to make informed strategic and business decisions near and long-term.

Incrementally, we are developing an environmental roadmap, supplying the Risk Committee with updates on climate-related risks as applicable based on results and overall materiality (considering current and anticipated exposures to climate risks). This roadmap will ensure that we are focused on climate-related risks and opportunities, including:

- Governance, and oversight of environmental matters.
- Assessing the Bank’s environmental-related impacts.
- Evaluating client-related environmental risk.
- Supporting this transition for the Bank, and our clients to this more environmental-centric way of doing business.

**PRIVACY CONTROLS**

As a financial services provider, the Bank has a federally mandated obligation to protect the privacy of our clients’ personal information. Data security and data privacy often go hand-in-hand. Without proper security protocols in place, organizations cannot guard against threats from outside or within. We proactively monitor the activities of cybercriminals and their capabilities, constantly updating our security measures in accordance with industry standards and regulatory requirements. We implement multiple layers of controls to safeguard client accounts.

The Bank launched an initiative this past year to build out our Privacy Office and appointed a new Chief Privacy Officer (CPO). As the leader of the Bank’s privacy program, our CPO is responsible for a number of essential activities, including:

- Managing the company’s policies, procedures, and data governance.
- Driving privacy-related awareness and training among colleagues.
- Leading incident response, including data breach preparedness.
- Communicating privacy goals and values both internally and externally.
- Designing controls for managing privacy compliance.
- Assessing privacy-related risks arising from existing products and services.
- Conducting privacy impact assessments to identify risks in new or changed business activities.
- Monitoring the effectiveness of privacy-related risk mitigation and compliance matters.

The Bank is committed to protecting client information, and our Board and Executive Management team devote a significant amount of time and attention to information security, data governance and privacy, and mitigating cybersecurity risks.
As technology advances and our product offerings evolve, the evaluation and implementation of new IT solutions is a never-ending process. We vet each option’s capabilities, suitability, and security for its benefits to the Bank and our clients.

John Trainor
Chief Information Officer,
Senior Vice President

INFORMATION TECHNOLOGY (IT) PROTECTIONS

Signature Bank relies on industry-leading technology companies to deliver certain software solutions, to provide a share of IT support, and to maintain certain disaster recovery services. We ensure that these companies leverage industry best practices in their daily operations and that each maintains its own robust disaster recovery program. As part of those disaster recovery plans, the Bank and each of its critical vendors maintain primary and backup data centers in separate geographic locations. This redundancy helps to ensure that, should a service disruption occur, critical systems can be restored to resume vital business functions within 24 hours.

Note that though we enjoy long-standing relationships based upon reliable delivery and support, Signature Bank nonetheless maintains contingency plans for the transitioning of any, and all, of its outsourced activities to alternative third-party vendors and service providers. Moreover, Signature Bank is committed to making its own proprietary advancements in technology to benefit the changing needs of our clients. The Bank maintains its own data center facilities in New York and Chicago, utilizing the comprehensive space, power, and interconnection services provided by Digital Realty. In addition, Signature Bank maintains a cloud presence within Microsoft Azure. Signature Bank listens closely to our clients’ IT concerns, and we strive to stay current with the evolution of information technology so that the Bank is always positioned to deliver exceptional service in a rapid-paced, ever-changing business environment.

Further, Signature Bank has continued to adapt as many colleagues now work in a hybrid environment with a near identical technology experience both in office and remote. We are also consistently preparing our environment for advancements to our technology stack, including readying our Operations and Technology teams for upgrades to the Bank’s servers, Automated Clearing House (ACH) and wires platforms, and our Workday human resources platform, among others. By collaborating with the Information Security department, our Information Technology area also ensures that employee technology remains safe from threat actors.
INFORMATION SECURITY GOVERNANCE

The Bank has a defined framework in cybersecurity governance and a structure with controls attuned to potential risks. Signature Bank’s Chief Information Security Officer (CISO) oversees cyber risk management procedures and controls as the company undergoes periodic internal and external audit reviews. The CISO reports to the Bank’s Chief Risk Officer (CRO) within the Risk Management Department and delivers regular reports to the independent directors of the Bank’s Risk Committee as well as the full Board.

Signature Bank has put in place a strict, multifaceted information security program and has dedicated great resources to maintain its effectiveness. This program employs state-of-the-art products for data protection, including perimeter, endpoint, and application security. Ongoing testing and monitoring are conducted to ensure that all internal and external connectivity and system configurations are not at risk.

In terms of financial regulations, the Bank complies with Title 23 of the New York Codes, Rules, and Regulations (NYCRR), Part 500, requirements, the Gramm-Leach-Bliley Act (GLBA), the Sarbanes-Oxley Act (SOX), and other Federal Financial Institutions Examination Council (FFIEC) requirements. Additionally, the bank’s Information Security Framework aligns with the National Institute for Standards and Technology (NIST) Cybersecurity Framework v1.1.

The Bank’s incident response and recovery plan is reviewed and is tested every year. Processes have been put in place to continually detect, investigate, mitigate, and remediate cybersecurity incidents to reduce (if not entirely eliminate) any direct impact on essential bank operations. Signature Bank’s controls to protect the confidentiality, integrity, and availability of our environment are also audited and tested each year. The Bank engages an appropriate third party to perform a SOX compliance audit and an information security controls review. An independent penetration-testing firm is also engaged to challenge the Bank’s environment for the adequacy of its controls.

Cybercrime is always evolving, so we must try to be a step ahead by implementing the latest actions and controls to protect the Bank’s and our clients’ information networks, devices, and data. We constantly collaborate with the Financial Services Information Sharing and Analysis Center, government, and peer organizations to defend against the latest threats.

Parthiv Shah
Chief Information Security Officer,
Senior Vice President
CYBERSECURITY AWARENESS & TRAINING

Signature Bank works relentlessly to ensure that our clients and colleagues understand that cybersecurity is everyone’s responsibility and that all act to prevent breaches. The Bank’s Information Security department is tasked with providing awareness and training on how to best safeguard personal and financial data. Through a combination of education, environment enhancement, and adherence to regulatory standards, the Information Security team promotes a cyber-safe culture. Phishing, and specifically spear phishing attempts on major executives, pose a major ongoing threat to data security, particularly in the world of finance. To defend against these types of cyberattacks, the Information Security team regularly engages our colleagues in compelling exercises using dynamic, immersive training designed to change risky behavior and enable Signature colleagues to recognize and report malicious phishing emails.

The team recreates a variety of phishing scenarios directed at all individuals utilizing a Signature Bank hosted email address, mimicking ransomware, spear phishing, social engineering, malware, and business email compromise attacks. A “Report Phishing” icon is conspicuously located on each colleague’s Microsoft Outlook toolbar, which users are expected to select upon receipt of a suspicious email. These simulations occur on a quarterly basis, and reporting data is analyzed for ongoing insights into individual and group vigilance.

The Information Security team sponsors and creates additional educational material through its Security Awareness Training Education Communication (SATEC) program. A cross-functional team from Risk Management, Information Technology, and Corporate Affairs orchestrates this initiative that encompasses the following annual and targeted training that satisfies regulatory requirements:

- Ad-hoc email communications providing awareness of the financial industry’s latest cybersecurity events and developments
- Semi-annual client-directed newsletters that are included with all banking statements within a given mailing cycle
- Quarterly internal newsletters produced expressly for Bank colleagues

INTERNET BANKING SECURITY

For maximum security of client and Bank data when accessing account information online, Signature Bank recommends users of the Signature Internet Banking (SIB) platform use only the latest browser versions (including security patches) and operating systems. Transport layer security (TLS) encryption creates a secure environment for the information being transferred between the browser and Signature Bank. At login, advanced authentication reduces the risk of improper access to SIB accounts by confirming users’ identities through the entry of company and user IDs, along with the use of complex device profiling and out-of-band authentication.

Signature Bank also has processes in place to prevent unauthorized account access through user ID harvesting. The login structure is designed to intercept potential attacks, as individuals who repeatedly attempt to log in with invalid credentials encounter a series of step-up authentication challenges and error messages instead of proceeding to the password page. In addition, secure tokens must be used when processing wire and ACH transactions. Either a pocket-sized physical device or the Bank’s Signature Secure Token mobile application shows a one-time-use code which must then be typed into Signature Internet Banking to authorize and protect transactions.

Complex device profiling gathers extensive details about the user’s company device and network and evaluates that data for consistency with the user’s typical behavior. The result of this evaluation is used to determine the next step in the login process for the user. Device profiling allows the Bank to track data from all computers, tablets, and smartphones the user is using to access Signature Internet Banking.

Out-of-band authentication verifies a user’s identity using a one-time security code that is provided outside the online channel—via either an automated voice call or a text message. Because a user is asked to confirm their identity outside of their online banking session (“out of band”) there is less of a chance that their accounts can be compromised by malware that may exist on the user’s device.
Risk Management Cont.

**EMAIL PROTECTION**

Because the security of regular e-mail messages cannot be guaranteed, Signature Bank does not send account information via e-mail without encrypting it in such a way that only the intended recipient can view it.

All messages sent within the SIB platform are encrypted and are thus secure. Signature Bank also maintains a secure file transfer website that can be used to send sensitive documents to the Bank.

**WIRE TRANSFER FRAUD PROTECTION**

Requests for wire transfers received via e-mail, fax, or secure website are confirmed via a telephone call to a designated client contact and phone number for verification and approval. The Bank is in the process of developing Real-Time Authentication (RTA) whereby clients may be verified using voice recognition for the confirmation of wire transfers and certain other requests.

**BUSINESS CONTINUITY MANAGEMENT**

The safety of our colleagues and clients is just as important in the physical world as in cyberspace. Signature Bank management recognizes that unplanned, disruptive, or even catastrophic events are a risk to our operations, and present challenges that we must face head-on; the COVID-19 pandemic is just one recent example. For these reasons, the Bank develops and maintains a detailed Business Continuity and Disaster Recovery Program to mitigate or eliminate the risks posed by these disruptive events. The Business Continuity and Disaster Recovery Program is overseen by the Enterprise Risk Management Committee on behalf of the Bank’s Board of Directors.

Annual Bank-wide risk assessments are conducted to identify any potential risk areas that need to be addressed in the program. A business impact analysis is also performed annually, which identifies the Bank’s critical operational areas and determines the primary recovery priority in the event of an operational disruption. A crisis management team coordinates any response to a major business disruption with contingency plans that include redundant data centers, incident response protocols, recovery strategies specific to critical functions, personnel safety plans, and escalation protocols.

Business continuity and disaster recovery testing is performed throughout the year to ensure that recovery methods are adequate and are aligned with the Bank’s recovery time objectives. Additionally, the Bank performs annual reviews of its vendors to ensure that they maintain similar programs that adhere to our standards.
THIRD-PARTY RISK MANAGEMENT

The use of third parties enables financial institutions to outsource select functions and adapt quickly to changes in operations, business models, and emerging technologies. As new types of relationships emerge, understanding third-party relationships and managing potential associated risks are critical.

The Bank’s Third-Party Risk Management Group oversees this significant component of operational risk, and Signature Bank is committed to achieving and maintaining compliance with all appropriate regulatory and statutory requirements in managing its third-party vendor relationships. In this spirit, the Bank’s vendor risk management (VRM) policies align with the FDIC’s recommendations as set forth in its Financial Institution Letter FIL-44-2008, entitled “Guidance for Managing Third-Party Risk.” These policies are designed to protect the Bank and its clients, and they establish ongoing evaluation and monitoring processes that take into account the nature of the third-party relationship, the scope and magnitude of the services being provided, and any associated risks identified.

The Bank conducts due diligence and oversight on third-party business relationships to control risks to the same extent as if the vendor’s activity were directly performed by the Bank. Appropriate oversight may include, but is not limited to, reviews of relevant annual reports, independent assessments, attestations, certifications, and various standardized accounting audit and information security evaluations (e.g., SSAE 18 SOC reports, penetration testing, and ISO 27001 certifications).

The Bank’s program codifies the governance model, guiding principles, and parameters the Bank uses throughout the vendor lifecycle to achieve appropriate oversight and risk management for significant third-party relationships and their critical subservices.

The VRM Department identifies, initiates, measures, monitors, controls, and manages these third-party relationships in order to optimize performance and quality while mitigating associated risk. To do that, VRM institutes an end-to-end, risk-based approach to vendor lifecycle management, which is active throughout all phases of the relationship, including evaluation and selection, contracting, managing, and monitoring engagements and terminations of relationships involving critical activities.

The Vendor Management Lifecycle

Onboarding Ensures that vendors undergo a consistent and suitable due diligence review process before final selection and contracting.

Contract Review Ensures that agreements contain appropriate requirements and undergo review and approval commensurate with the level of risk and complexity of the vendor relationship.

Oversight Ensures that ongoing monitoring and periodic assessments will be performed based on the level of risk identified and mitigated.

Offboarding Ensures that termination of a relationship will be structured around maintaining contractual compliance and safeguarding all Bank and client assets.

Documentation Ensures that appropriate vendor documentation is collected and reports are generated to maintain evidence and demonstrate compliance with the VRM program.
CREDIT RISK MANAGEMENT

In analyzing credit risk, we generally focus on the business experience of our borrowers’ management team. We prefer to lend to borrowers with an established track record of loan repayment and predictable growth and cash flow. We also rely on the experience of our bankers and their relationships with our clients to aid our understanding of the client and their business. Our lines of credit are typically limited to a percentage of the value of the assets securing the line. Lines of credit are generally reviewed annually and are typically supported by accounts receivable, inventory, and equipment. Depending on the risk profile of the borrower, we may require periodic aging of receivables, as well as borrowing base certificates representing current levels of inventory, equipment, and accounts receivable. Our term loans are typically also secured by the assets of our clients’ businesses. Commercial borrowers are required to provide updated personal and corporate financial statements at least annually.

Effectively managing our credit risk is of the utmost importance, since failure to do so could have a material adverse effect on our financial condition and the results of our operations. Under the leadership of our Chief Credit Officer and Risk Management team, we attempt to minimize our credit risk by monitoring the concentration of our loans within specific industries and through what we believe to be prudent loan application approval procedures. However, we do accept and communicate to our clients that this risk is not ever completely eliminated. Therefore, we manage credit risk against the Bank’s risk appetite statement to ensure the best possible outcome for Signature and our clients.

CAPITAL PLANNING AND STRESS TESTING

In 2018, the Economic Growth, Regulatory Relief, and Consumer Protection Act raised the asset threshold for required Dodd-Frank Act Stress Tests (“DFAST”) from $10 billion to $250 billion for insured depository institutions and bank holding companies and made the requirement “periodic” rather than “annual.” The Federal Reserve plans to continue capital stress testing of bank holding companies with total consolidated assets above $100 billion under its Comprehensive Capital Analysis and Review (“CCAR”), and the Economic Growth, Regulatory Relief, and Consumer Protection Act provides the Federal Reserve with discretion to subject bank holding companies with more than $100 billion in total assets to enhanced supervision on a tailored basis. The Federal Reserve along with the FDIC and OCC indicated through interagency guidance that the capital planning and risk management practices of institutions will continue to be reviewed through the regular supervisory process. Signature Bank will continue to perform capital stress testing on a situational and idiosyncratic basis, such as during our annual capital planning and budgeting processes.

The Dodd-Frank Act required the FDIC, in coordination with federal financial regulatory agencies, to issue regulations establishing methodologies for stress testing that provide for at least three different sets of conditions, including baseline, adverse, and severely adverse, and which require banks to publish a summary of the results of the stress tests. As discussed above, these requirements were modified in certain aspects by the Economic Growth Act and its implementing regulations. Under its stress testing regulations, the FDIC requires a bank subject to the rule to assess the quarterly impact of stress scenarios on the bank’s capital over a horizon of nine quarters. Signature Bank has developed a process to comply with the stress testing requirements.

This process involves the input of Senior Management, Risk Management, and Finance, along with third-party consultants. The Risk Committee of the Board of Directors receives quarterly updates as to the progress and challenges in complying with the regulatory requirement.
Disclosure Practices

Signature Bank continually communicates its strategy, direction, business goals and objectives, and financial performance to its shareholders. Our regular communications include press releases, earnings announcements, investor conference calls, investor conference platforms, and regulatory filings, which are all made publicly available on our websites, SignatureNY.com and Investor.SignatureNY.com.

As a publicly traded, New York State-chartered, nonmember bank, Signature Bank is supervised by federal and state regulators including the New York State Department of Financial Services (NYSDFS), the Federal Deposit Insurance Corporation (FDIC), and the Consumer Financial Protection Bureau (CFPB). As a result, we are regularly subject to robust examinations by these regulatory agencies.

Political Activities

Signature Bank as an institution does not make contributions to any types of elections (whether at the federal, state, or local level) or to any political parties within any of the communities in which we live and work. Any contributions made by individual colleagues are permitted as they are done on behalf of the individual rather than the organization and do not necessarily reflect the opinions, thoughts, or business strategy of Executive and/or Senior Management (unless explicitly stated).

Stance on Advertising

While Signature Bank’s operations and business development efforts are supported by a dedicated, full-service marketing and communications department, the Bank does not advertise in the traditional sense. Paid media is engaged only in rare and highly targeted circumstances. Signature's website, SignatureNY.com, is purely informational, does not promote offers or rates, and does not allow for any transactional activity or the opening of accounts. In their roles as representatives of the Bank, colleagues are allowed to engage with social media only for the purposes of distributing already public information and are restricted from conducting business or contacting prospective clients within any digital platform.

“Whistleblower” Actions

The Independent Examining Committee of the Signature Bank Board of Directors oversees the handling of all colleagues’ complaints and concerns through the supervision of the Internal Audit Department. Colleagues may voice their concerns or complaints by contacting a contracted third-party reporting service, the Bank’s Chief Auditor, Chair of the Examining Committee, their manager, the Bank’s Chief Compliance Officer, or the Human Resources Department. Recently, this process was enhanced by the Bank’s transition to EthicsPoint, a new online platform that makes it easier for colleagues, vendors and current or potential clients to report any violations to our code of conduct. Complaints can be made anonymously and are segmented based on issue type. All reports remain completely confidential.
Following the submission of a complaint, a determination is made as to whether the complaint is audit-or-accounting-related. If so, it is escalated to the Examining Committee for review and investigation. Non-financial matters are dealt with by Human Resources, Legal and/or Executive Management, depending on the specific nature of the complaint.

Directors, officers, and colleagues who are found to have violated any law, governmental regulation, or Signature’s policies will face appropriate corrective action, up to and including termination. Whistleblowers are not responsible for the investigation of the activities in question. A detailed description of the process, as well as direction on how to contact the third-party service provider for complaint reporting, is outlined in the Standards of Conduct and Code of Ethics, which is provided to our colleagues annually and is posted on the Bank’s website.

Shareholder Outreach and Engagement

The Bank and its directors are committed to ongoing engagement on matters of importance to our shareholders, and as part of their ongoing commitment, the Board has formalized its annual shareholder outreach process. This outreach effort is led by Signature Bank’s Lead Independent Director with members of Executive Management.

This outreach effort supplements the ongoing communications between our management and shareholders, as well as the outreach to shareholders prior to, and in connection with, our annual meetings, through various engagement channels, including direct meetings and road shows.

Our dialogue with shareholders has been a critical element in the evaluation of our corporate governance, executive compensation, and sustainability efforts for several years. These interactions provide the Board with valuable insights into our shareholders’ perspectives and potential improvements to our practices.

“What our shareholders have to say receives great consideration in our decision-making. Often it reinforces initiatives we’ve already undertaken, but sometimes it adds a new perspective that leads us in exciting new directions.”

Brian Wyremski, CFA
Director of Investor Relations and Corporate Development, Senior Vice President
Shareholder Outreach and Engagement Cont.

During the fall of 2021, we reached out to our top shareholders representing 62% of our outstanding shares, and shareholders representing 32% of our outstanding shares agreed to engage with us.

Our Board evaluates and reviews the input from our shareholders in considering their independent oversight of management and our long-term strategy. Shareholder input has led to enhancements in our corporate governance, ESG, and executive compensation practices. Below are actions that the Board has taken in recent years in response to shareholder feedback:

1. We have voted to declassify our Board and provide for annual election of directors.
2. We implemented a Board refreshment policy and term limits for Directors.
3. We are utilizing the Sustainability Accounting Standards Board (SASB) disclosure framework to more closely align with evolving industry norms.
4. We created colleague development programs for developing skill sets and career pathing.
5. We implemented Diversity, Equity, & Inclusion programs to ensure that these values continue to be top of mind and are enhanced at the Bank.
6. We published our first Social Impact Report in 2021 and our first Environmental, Social, and Governance Report in 2020 with information including but not limited to our responsible lending practices, our environmental sustainability initiatives, and our strong infrastructure surrounding corporate governance.
8. We initiated Colleague Resource Councils to foster a sense of community at the Bank, with the first group – the Women’s Council – kicking off in late 2021.
9. Our Board’s Compensation Committee implemented significant changes to our 2020 executive compensation programs.

"The dialogue with these groups was open and transparent and authentically provided the basis for changes in our executive compensation program and governance practices."

Judy A. Huntington
Board Member and
Lead Independent Director
Demonstrating Corporate Responsibility Through SASB Standards

The Value Reporting Foundation (VRF) is a global, not-for-profit, independent organization that offers a comprehensive suite of resources designed to help businesses and investors develop a shared understanding of enterprise value — how it is created, preserved, or eroded. SASB (Sustainability Accounting Standards Board) Standards are maintained by VRF to facilitate the disclosure of comparable, consistent, and reliable ESG information so that investors, companies, policy makers, regulators, non-governmental organizations (NGOs), and civil society can use corporate sustainability reporting to inform a wide range of decisions.

Signature Bank’s commitment to its corporate responsibility is unwavering, and it is our goal to extend our positive impacts on all fronts. As part of that commitment, we are actively focused on meeting SASB standards, and we and look to broaden our SASB reporting each year.

“SASB reporting is now a regular part of Signature Bank’s year-end reporting, enabling the business community to evaluate our ongoing efforts in many of the most important areas of ESG-related operations and initiatives.”

Stephen Wyremski
Chief Financial Officer, Senior Vice President
Sustainability Accounting Standards Board (SASB) Index

The index below includes SASB standards for the financial sector that are relevant to Signature Bank’s commercial banking business. Unless otherwise noted, all data and descriptions apply to our entire firm and are as of or for the year ended December 31, 2021. For additional information about the firm’s financial performance, please refer to the firm’s quarterly earnings materials as well as quarterly and annual reports on Form 10-Q and Form 10-K, respectively.

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<th>SASB CODE</th>
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<tr>
<td>FN-CB-230a.1</td>
<td>(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected</td>
<td>Not disclosed¹</td>
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| FN-CB-230a.2| Description of approach to identifying and addressing data security risks | 1. 2021 Form 10-K, Business, Information Technology and System Security (pages 19-20)  
2. 2022 Proxy, Board of Directors’ Leadership, Structure and Committee Composition, Risk Oversight (pages 12 and 13)  
| FN-CB-240a.1| (1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development | 1. 4Q21 Call Report (Schedule RC-C, Part II, Items 3 and 4)  
2. 2021 Social Impact Report, Commercial & Industrial (C&I) Small Business Loans (page 76) |
| FN-CB-240a.2| (1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development | Not disclosed¹                                                             |
| FN-CB-240a.3| Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers | Not disclosed¹                                                             |
| FN-CB-240a.4| Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers | Not disclosed¹                                                             |
## Sustainability Accounting Standards Board (SASB) Index Cont.

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<tr>
<td>FN-CB-410a.1</td>
<td>Commercial and industrial credit exposure, by industry</td>
<td>2021 Form 10-K, Management’s Discussion and Analysis of Financial Condition and Results of Operations, Lending Activities (page 16)</td>
</tr>
<tr>
<td>FN-CB-410a.2</td>
<td>Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis</td>
<td>2022 Proxy Statement, Environmental Initiatives (page 19)</td>
</tr>
<tr>
<td>FN-CB-510a.1</td>
<td>Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations</td>
<td>2021 Form 10-K, Legal Proceedings (page 66) and Notes to Consolidated Financial Statements, (page F-53) for further discussion regarding legal matters</td>
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<tr>
<td>FN-CB-510a.2</td>
<td>Description of whistleblower policies and procedures</td>
<td>1. 2022 Proxy Statement, Code of Ethics (page 23)</td>
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<td></td>
<td></td>
<td>2. Standards of Conduct and Code of Ethics (pages 11 through 15)</td>
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<td>FN-CB-550a.1</td>
<td>Global Systemically Important Bank (G-SIB) score, by category</td>
<td>The Bank is not considered a Systemically Important Bank by the Basel Committee on Banking Supervision. Thus, this is not applicable.</td>
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<tr>
<td>FN-CB-550a.2</td>
<td>Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities.</td>
<td>1. 2021 Form 10-K, Regulation and Supervision, Capital Planning and Stress Testing (page 26)</td>
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<tr>
<td></td>
<td></td>
<td>2. 2021 Form 10-K, Management’s Discussion and Analysis of Financial Condition and Results of Operations, Capital Resources, Stress Testing (page 107)</td>
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1. Certain information is not disclosed because the information: (i) is not considered material or is privileged/confidential, (ii) could result in a competitive disadvantage if publicly disseminated, and/or (iii) is not currently collected in a manner consistent with the SASB metric.
Looking Forward

Signature Bank’s theme for the organization’s 20th anniversary was “Looking Forward. Giving Back.” In 2022, this became the bank’s permanent mission and purpose. With our increased focus on social impact, including practices related to human capital, diversity, equity, and inclusion, along with strategies to support and cultivate community engagement and our approach to sustainability efforts as individuals and as an institution, the Bank continues to strengthen its governance in these areas.

As part of Signature Bank’s ongoing commitment to its Social Impact initiatives and activities, in 2021 many steps were to build up 2020’s foundation to accelerate future corporate responsibility, sustainability, and community efforts. A primary goal of the Bank’s intensified commitment to Social Impact is to integrate its varied efforts into Signature’s culture to foster a stronger, more diverse, and inclusive workforce that enhances client relationships and community partnerships.

Social Impact Committee Purpose Statement

THE PURPOSE OF THE SOCIAL IMPACT COMMITTEE IS TO PROVIDE OVERSIGHT AND GUIDANCE WITH RESPECT TO SOCIAL IMPACT, INCLUDING SUSTAINABILITY, DIVERSITY, EQUITY, INCLUSION, COMMUNITY ENGAGEMENT, COLLEAGUE DEVELOPMENT, COLLEAGUE HEALTH AND SAFETY, AND ANY OTHER ENVIRONMENTAL, SOCIAL, OR GOVERNANCE RELATED INITIATIVES, POLICIES, AND STRATEGIES OF THE BANK.

“I’m proud to lead Signature Bank’s already robust efforts to address the environmental, social, and governance concerns faced by the banking industry, and it’s my goal to ensure that Signature remains proactive in its approach to building a sustainable social impact strategy that brings our purpose statement ‘Looking Forward. Giving Back.’ to life.”

Lisa Bond
Chief Corporate Social Impact Officer, Senior Vice President
A Summary of Our 2021 Efforts

- We brought on board a dedicated Chief Corporate Social Impact Officer.
- We founded a Social Impact Board Committee, comprised of our three founders and independent directors to provide oversight and guidance with respect to social impact.
- We formed our Social Impact Management Committee to drive the development, implementation, and communication of our social impact initiatives, programs, policies, and strategies.
- We created a Social Impact Purpose Statement to clearly communicate our mission to colleagues, clients, local communities, and shareholders to ensure that the commitment is incorporated throughout our organization and in all we do.
- We created the Bank’s first Colleague Resource Group – the Women’s Council – which will pave the way for other Resource Groups to be formed in 2022.
- We appointed a Talent Diversity Program Manager to drive diversity initiatives in regard to talent acquisition.
- We created and filled the role of a colleague Learning and Development Manager to access opportunities for skills development and continuing training in all new roles.
- We implemented the use of the SASB framework for reporting and disclosure purposes.
- We conducted cultural observance events related to Black History Month, Asian American and Pacific Islander Heritage Month, Pride Month, Hispanic Heritage Month, and National Women’s History Month.
- We continue to provide charitable grants to organizations supporting education, health, community services, the arts, social services, and other causes and constituencies.
- We now offer products focused on climate change and sustainability, including our Go Green lending product, our Impact Certificate of Deposit, and sustainability-related equipment financing for commercial enterprises and municipal entities.
- Key functions throughout the Bank such as Marketing, Corporate Affairs, and Human Resources actively support Social Impact efforts through the creation and distribution of internal and external communications.

Looking Forward to 2022

- We will strengthen even further our dedication to hiring, advancing, and supporting a diverse team of colleagues with a variety of new initiatives, including:
  - A new Cross-Functional Financial Services Training Program.
  - A formal Mentoring Program.
  - Expansion of our Credit Training Program.
  - Growth of our Summer Associate Program.
  - The addition of several new resource groups focused on diverse colleague affinities.
  - Production of a Mission-Driven Lives video interview series highlighting public leaders who value the richness of their culture and are inspired to make a difference in their communities.
- We will continue our ongoing commitment to our colleagues’ wellness, including:
  - New benefit programs addressing marriage leave, parental leave, caregiver leave, and short-term disability.
- We intend to expand the our Doing Good Locally efforts by:
  - Creating a Signature Bank Charitable Fund.
  - Continuing to support individual, group and Bank-wide charitable fundraising efforts.
  - Expanding our Civic Program to promote greater colleague engagement on a grassroots level.
  - Expanding our First-Time Investors Program to make a broader impact in the spread of financial literacy.
- We will make even greater efforts to support sustainability through:
  - Widely offering GoGreen lending product that we piloted throughout 2021.
- We are taking action in response to shareholder feedback by:
  - Declassifying our Board of Directors.
  - Strengthening our “Board refreshment” efforts by shortening the term length of directors to one year.
  - Partnering with MSCI, global advisors with expertise in ESG-related investing.
  - Further utilizing the SASB reporting framework to qualify and quantify our ESG efforts.
- We will strengthen our Social Impact Efforts overall through collaboration with independent experts in the field to ensure a competitive, cohesive strategy and to execute with consistency and efficiency throughout the enterprise.
About Signature Bank

Signature Bank (Nasdaq:SBNY), member FDIC, is a full-service commercial bank with 38 private client offices located throughout the New York metropolitan area as well as in Connecticut, North Carolina, the Los Angeles area, and in San Francisco.

The Bank primarily serves privately owned businesses, their owners, and senior managers. Signature Bank offers a broad range of business and personal banking products and services as well as investment, brokerage, asset management, and insurance products and services through its subsidiary, Signature Securities Group Corporation, a licensed broker-dealer, investment adviser, and member FINRA/SIPC. In addition, Signature Bank’s wholly owned specialty finance subsidiary, Signature Financial LLC, provides equipment financing and leasing.

Signature Bank is an S&P 500 Company.
Board of Directors
As of June 30, 2022

Scott A. Shay
Co-Founder & Chairman of the Board, Signature Bank

Derrick D. Cephas
Of Counsel
Squire Patton Boggs (US) LLP

Joseph J. DePaolo
Co-Founder, President & Chief Executive Officer
Signature Bank

Barney Frank
Former U.S. Congressman

Eric R. Howell
Senior Executive Vice President and Chief Operating Officer
Signature Bank

Judith A. Huntington
President
Pegasus Financial Concierge LLC

Jalak Jobanputra
Founder and Managing Partner
Future\Perfect Ventures

Michael V. Pappagallo
President
Aspen Realty Advisors LLC

Maggie Timoney
President & Chief Executive Officer
Heineken USA

Signature Bank Executive Management
As of June 30, 2022

Joseph J. DePaolo
Co-Founder, President & Chief Executive Officer

Lisa Bond
Senior Vice President & Chief Corporate Social Impact Officer

Ana Harris
Senior Vice President & Chief Human Resources Officer

Kevin T. Hickey
Executive Vice President & Chief Investment Officer and Treasurer

Eric R. Howell
Senior Executive Vice President & Chief Operating Officer

Keisha Hutchinson
Senior Vice President & Chief Risk Officer

Thomas Kasulka
Executive Vice President & Chief Lending Officer

Vito Susca
Executive Vice President & Chief Administrative Officer

John Tamberlane
Co-Founder & Vice Chairman of Signature Bank

Brian Twomey
Senior Vice President & Chief Credit Officer

Stephen Wyrembski
Senior Vice President & Chief Financial Officer
Signature Bank At a Glance / 2021 vs. 2020  As of December 31, 2021

**Extraordinary growth in assets**

$44.56B

After 20 years in operation, Signature Bank has organically grown to $118.45 billion in assets at year-end 2021 vs. $73.89 billion at year-end 2020, marking a 60.3 percent increase.

**Record increases in loans**

$16.03B

During 2021, Signature Bank’s loan portfolio, including PPP loans, increased $16.03 billion, or 32.8 percent, to $64.86 billion, vs. loans of $48.83 billion for 2020. The Bank’s success rate of delivering critical PPP assistance to clients continues to be one of the highest in the nation.

**Significant deposit growth**

$42.82B

The Bank reported record deposit growth in 2021. Total deposits grew $42.82 billion, or 67.6 percent. Average deposits reached $85.31 billion, representing a record increase of $34.75 billion, or 68.7 percent, vs. $50.56 billion at year-end 2020.

**Banking team growth**

8 new teams added  125 total teams

During 2021, the Bank onboarded six general Private Client Groups: two teams in New York and four teams on the West Coast. In addition, the Bank built out new teams devoted to the specialized areas of Corporate Mortgage Finance and SBA Loan Origination.

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**Forbes’ Best Banks in America 2011-2022**

**S&P Global’s 20 Largest Banks in America** with the most assets and deposits

**New York Law Journal’s #1 Business Bank #1 Private Bank**
as voted by readers in 2021 for the 4th consecutive year

**National Law Journal’s #2 Business Bank #2 Private Bank**
as voted by readers in 2021 for the 3rd consecutive year

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*Source: S&P Global Market Intelligence, as of December 31, 2021. Excludes other deposit-taking non-branch companies such as broker-dealers, credit card companies, insurers, and processors.
Locations of Signature Bank and its Subsidiaries

Our clients can reach us via their Private Client Group or:
Via telephone 24/7 at 1-866-SIG-LINE
By email at ClientCare@SignatureNY.com
By visiting one of our Financial Centers during regular hours of operation.

Stakeholders and investors may communicate with our Board or any of its directors by writing to:
Signature Bank
Attention: Corporate Secretary
565 Fifth Avenue, 8th Floor, New York, NY 10017
All communications will be forwarded to the relevant party or the entire Board.

Shareholders may also reach our Investor Relations team by emailing IR@SignatureNY.com or writing to:
Signature Bank
Attention: Investor Relations
565 Fifth Avenue, 8th Floor, New York, NY 10017