



**FIVE STAR BANCORP**

# 2025 Environmental, Social & Governance Report



**Five Star Bancorp** is committed to Environmental, Social & Governance objectives that empower and inspire our shareholders, employees, clients, and community partners.

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Five Star Bank has been an exceptional partner to The Richmond Neighborhood Center. What sets them apart is the way they build genuine relationships with the organizations they serve. Their team consistently goes beyond banking, providing personalized support, reliable financial tools, and a level of customer service that reflects a deep commitment to our mission. We were especially moved by their recent volunteer efforts. Five Star Bank employees joined our staff at our weekly food pantry and, together, we distributed 20,000 pounds of nutritious food to 500 neighbors in just four hours. Their willingness to show up for our community demonstrates the kind of partnership that strengthens not only our organization, but the entire Richmond District. We are profoundly grateful for their dedication, generosity, and shared belief in building a healthier, more connected neighborhood.

**CLIFF YEE**

*Board President*  
The Richmond Neighborhood Center



Five Star Bank's newest Walnut Creek office is located in The Plaza at Walnut Creek, an ENERGY STAR® certified building performing in the top 10% of U.S. office properties for energy efficiency.



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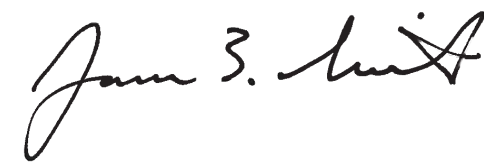
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# Letter from our CEO

Five Star Bancorp has taken a proactive approach to Environmental, Social and Governance (ESG) initiatives and believes our ability to manage them demonstrates strength in leadership and the governance essential to sustainable growth. We are executing ESG strategies we believe will drive positive change while focusing on the impact of our business on the communities we serve.

Five Star Bancorp's speed to serve and certainty of execution have earned the trust of our employees, clients, and community partners. We remain committed to the economic development and sustainability of our region. In this report, we outline our engagement and the purpose-driven banking that defines the ESG trajectory of our organization.



**JAMES E. BECKWITH**  
*President & Chief Executive Officer*

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# Environmental, Social & Governance Objectives

**The Company** strives to drive positive change while honoring the dynamic regulatory environment surrounding ESG reporting. We remain steadfast in this commitment and are pleased to share highlights in our 2025 ESG report.

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# Environmental

**Environmentally Sustainable Solutions  
& Environmental Contributions**

## The Company's Environmental Impact

Finding ways to conserve resources and reduce environmental impact is a continuous effort. In 2025, the Company continued to make progress toward sustainability practices. Green activities such as shredding unused paper, using recycling bins across the enterprise, expanding our digital impact, and using energy efficient lighting have contributed to minimizing the Company's climate carbon footprint.

### Odin (Roseville)

We are committed to supporting clients who dedicate their time and efforts to help our communities with sustainability, while creating a positive environmental impact for years to come. Headquartered in California's Sacramento Valley, the heart of one of the most extensive levee systems in the United States, Odin is an award-winning contractor providing innovative solutions to minimize environmental impact while restoring coastal, near-water, and upland sites. Odin prides itself on being a trusted collaborator with their clients through their commitment to safety, quality, and community.

### Soil Born Farms (Rancho Cordova)

Our client, Soil Born Farms, is a nationally recognized center for the promotion of urban agriculture, sustainable food systems, and healthy food education.

Their programs focus on promoting health and providing experiential learning opportunities for youth and adults, producing healthy food, improving access to healthy food for all and modeling land and environmental stewardship. Beyond producing healthy, certified organic produce for their 80 Community Supported Agriculture (CSA) members and local stores, restaurants, and farm stands, Soil Born Farms has also developed several innovative education and food access programs in partnership with local schools and agencies.

## Key Performance Indicators

### Environmental Contributions

#### Paper Waste Reduction Program

- Across 11 office locations, the Company saved approximately **260** trees

#### Digital Impact

- Remote deposit capture and mobile deposit capture clients are up **18%** year over year
- Remote deposit capture and mobile deposit capture make up **83%** of total bank deposits
- **86.4%** of clients are online banking users

#### Energy Efficient Buildings

- The Company believes in utilizing energy efficient buildings, and in 2025, **6 out of 11** office locations were sustainable offices, including a LEED Platinum Certified building in San Francisco.

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With *Five Star Bank's* support, Odin delivers projects that integrate environmental protection and social responsibility with sound governance. Our solutions emphasize sustainable construction practices, risk reduction to communities and ecosystems, and transparent accountable project execution. Together, our result is infrastructure that meets today's technical demands while advancing long-term environmental and societal value.

### LOUAY M. OWAIDAT

President & CEO  
Odin

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# Social

**Supporting Clients Who Serve Others**



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For over four decades, Asian Resources, Inc., has been committed to empowering immigrants, refugees, youth, and low-income, underserved communities to achieve stability, opportunity, and self-sufficiency. Through our partnership with *Five Star Bank*, we are supported by a trusted partner who understands our mission and provides responsive, personalized service aligned with our organizational needs. With Five Star Bank's support, we are able to expand our reach and continue delivering critical services that uplift families and build a more inclusive and resilient community.

#### REJIE MARIE BALOYOS

Executive Director  
Asian Resources, Inc.

## The Company's Social Impact

### Building Sustainable Communities:

Community Services & Economic Development

Supporting individuals who lack access to the care they need to help them live a healthy and prosperous life is very important to us. We are proud to support clients who focus on serving communities.

#### Asian Resources, Inc. (Sacramento)

We are proud to support organizations that provide opportunities that help individuals and families improve their health and well-being so they can thrive in a rapidly changing society.

For over 40 years, Asian Resources, Inc. (ARI) has been a pillar of support for Sacramento's most vulnerable populations. ARI connects community members to opportunities, paving the way for self-sufficiency, and breaking cycles of poverty, homelessness, and violence. Their commitment to empowering individuals through outreach, education, employment, essential services, and advocacy has transformed lives and strengthened communities.

#### 3CORE (Chico)

Our client, 3CORE, is an Economic Development District and Community Development Financial Institution serving Butte, Glenn, and Tehama counties and the nine member cities located therein. Their primary focus is to support small businesses with financing, mentoring and support services to help their businesses grow and thrive.

#### Meals on Wheels of Alameda County (Oakland)

Since 1987, our client, Meals on Wheels of Alameda County, has worked to end senior hunger in the community they serve. Each year, their programs deliver over 800,000 meals to homebound seniors. The organization also provides wellness checks and numerous resources to help seniors maintain their independence.



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As a not-for-profit, it's important to us to work with other businesses that stand for helping the community. We're proud to partner with *Five Star Bank* who shares our desire to serve the community while encouraging, supporting, and strengthening the district.

**MICHAEL AULT***Executive Director*

Downtown Sacramento Partnership

#### **Downtown Sacramento Partnership** (*Sacramento*)

We believe in partnering with organizations that foster economic development and help keep the communities we serve thriving.

Our client, Downtown Sacramento Partnership (DSP), has been dedicated to harnessing Downtown Sacramento's full potential since 1995. DSP works to create a thriving district where culture, commerce, and community collide, acting as the principal advocate and steward for the 66 blocks within its boundaries. DSP also champions projects that fundamentally transform Downtown Sacramento, and advocates tirelessly for forward-thinking policies.

#### **The ARC San Francisco** (*San Francisco*)

For over 70 years, The ARC San Francisco has been a leader in advocating for and empowering adults with intellectual and developmental disabilities. The organization partners with over 900 participants across San Francisco, Marin, and San Mateo counties, providing accessible, person-centered services that support education, employment, health advocacy, creative expression, recreation, and independent living.

#### **KPIs:** Community Reinvestment

##### **Community Development Loans**

\$93,793,766 or 2.14% of Average Assets within Sacramento, Chico, Redding, and San Francisco Assessment Areas, served the following purposes:

- Affordable Housing
- Community Services
- Economic Development
- Revitalizing and Stabilizing Communities



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*Five Star Bank* has been there for YDN-Creciente from the beginning and through all seven cohorts, providing wisdom on our Program Support Council, serving as field faculty, supporting their employees' participation, and sharing information on the efficacy of the program with business partners.

**ADRIAN RUIZ (PICTURED RIGHT)**

*Executive Director*

**DONI BLUMENSTOCK**

*Creciente Program Director*

Youth Development Network

**Building Sustainable Communities:**

Education, Workforce Development & Affordable Housing

**Youth Development Network** (*Sacramento*)

Founded in 2007, Youth Development Network assists educational institutions, businesses, and government agencies in implementing effective youth and human development practices. Their approach is grounded in the "5 Cs" of positive youth development: Competence, Confidence, Connection, Character, and Caring. Creciente is a Youth Development Network program for high potential young adults with a desire to learn leadership skills through a Latine lens.

**Farming Hope** (*San Francisco*)

Farming Hope is a culinary job training and food justice non-profit organization that empowers individuals facing major barriers to employment—such as former incarceration or homelessness—through paid job training, food sustainability efforts, and community meals. Their mission is rooted in the belief that everyone deserves an empowering livelihood and that neither food nor human potential should go to waste.

**KPIs: Community Reinvestment**

**Community Development Investments**

Total Community Development Investments & Donations: \$16.4 million\*

- \$16 million\* – 2025 investments that support low-income housing projects, Small Business Investment Companies, and a Community Development Financial Institution
- \$416,000\* – 2025 direct donations that support community service organizations, education, and job training for low- to moderate-income individuals and small business technical assistance programs

*\*Numbers are rounded.*



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Switching to *Five Star Bank* has brought many benefits, but the most meaningful has been the quality of their customer service. Whenever we have needed assistance, their team has been quick to support us. Their responsiveness makes it clear we chose the right banking partner.

**LORI FOGARTY**

Director & CEO  
Oakland Museum of California

**Building Sustainable Communities:**

Affordable Housing

**Habitat for Humanity Yuba-Sutter (Marysville)**

Since 1993, Habitat for Humanity Yuba-Sutter has been dedicated to creating sustainable housing solutions, offering a pathway from homelessness to homeownership for individuals and families in the Yuba-Sutter region.

**Five Keys Schools and Programs (Oakland / San Francisco / San Gabriel)**

Five Keys provides comprehensive case management and supportive services in San Francisco and Alameda counties, guiding unhoused individuals from homelessness to transitional and permanent housing. Using housing first and harm reduction principles, they help participants regain stability, dignity, and economic independence.

**AccessHome (Redding)**

AccessHome is dedicated to providing affordable housing opportunities and housing-related services to people with developmental disabilities and those in underserved populations. Their focus is not only about improving the communities in Shasta County and beyond, but also to initiate, promote, and assist in the development of housing, economic development, and community improvement programs and activities.

**Building Sustainable Communities:**

Arts

**Oakland Museum of California (Oakland)**

Oakland Museum of California is a leading cultural institution and a resource for the research and understanding of California's dynamic cultural and environmental heritage. Their educational and outreach programs reflect Oakland Museum of California's ongoing commitment to culturally responsive education and equitable access for all students, particularly those from underserved and economically disadvantaged backgrounds.

# Core Values

*We foster a sense of urgency toward thoughtful action.*

*We hire, retain, and develop client-centric talent.*

*We create a culture of belonging and engagement through a diverse and inclusive workforce.*

*We engage with our community for mutual success through representation, innovation, and investment.*

*We fulfill commitments as promised, on time, and with the highest standards.*

*We serve clients and colleagues with professionalism and respect.*

## Building an Inclusive & Belonging Culture

To support our efforts to create a culture of inclusion and belonging, we provide various training, professional development resources, and feedback opportunities.

Our Employee Resource Group (ERG) for young professionals aims to create a vibrant community of early-career employees who are engaged, empowered, and equipped with the tools they need to succeed in their careers. Through networking, mentorship, and development opportunities, the program not only benefits participants, but also contributes to the overall success of the organization.

We also conduct anonymous Employee Engagement surveys to receive honest employee feedback which sets actionable items for Company leadership. Company leadership regularly meets with all employees to obtain feedback, and to discuss key wins, opportunities, and successes experienced over the previous quarter. In addition to numerous programs, the Human Resources team engages in one-on-one meetings with every employee to discuss career aspirations, growth, and training opportunities.

## Equal Opportunity

We create opportunities for the advancement of our employees through on-the-job and off-site training. Some of this training has resulted in significant promotions. One such training is aimed at those on the front line who aspire to grow and thrive in their careers. The training offers perspective on emotional intelligence, employee engagement, hiring, and leading a team. In 2025, we promoted 39 employees, 34 of whom were women and 22 of whom were from diverse races and ethnic backgrounds.

## Cultural Banking

Effective banking depends on the trust of our clients. We believe trust between client and banker is best facilitated by embracing and understanding shared experiences, as well as differences. By building a diverse workforce, we aim to create opportunities to develop positive and impactful business relationships with all the communities we serve. We believe a diverse workforce will ultimately benefit both the Company and those the Company serves.

## Empowering Women Entrepreneurs & Leaders

We believe in the impact of connecting, supporting, and celebrating women in business. Five Star Bank hosts women in business events highlighting the success of our clients and partners. These events connect women entrepreneurs and women leaders across the region, resulting in business collaborations and partnerships. Influencing our clients' success while celebrating our brand loyalty translates to revenue. The Company's support of women in business and in leadership also positively affects corporate culture by promoting authentic, meaningful, and mutually beneficial business relationships.



## *Congratulations!*

The success of one woman is inspiration for another.

At **FIVE STAR BANK**, we celebrate the women on our team who have been recognized for leading with vision, supporting our community, and igniting a spirit of collaboration in our region.

*Pictured Left to Right:*

### CREW SACRAMENTO'S NANCY HOTCHKISS WOMAN OF IMPACT AWARD

*Kellie Stroud, SVP / Managing Director*

SACRAMENTO BUSINESS JOURNAL'S CHAMPION FOR DE&I AWARD  
SACRAMENTO HISPANIC CHAMBER OF COMMERCE'S CHAMPION ESTRELLA AWARD  
SAC CULTURAL HUB MEDIA FOUNDATION'S EXCEPTIONAL WOMEN OF COLOR HONOREE

*Lydia Ramirez, EVP / Chief Operating Officer*

### SACRAMENTO STATE ALUMNI ASSOCIATION'S DISTINGUISHED ALUMNI AWARD

*Shelley Wetton, SVP / Chief Marketing Officer*

### SACRAMENTO BUSINESS JOURNAL'S WOMEN WHO MEAN BUSINESS AWARD

*Heather Luck, EVP / Chief Financial Officer*



## Workforce Demographics & Impact

### 2025 Workforce Demographics

- **59.7%** of total workforce were women
- **47.1%** of total workforce were from diverse races and ethnic backgrounds

### 2025 Senior Vice Presidents & Above

- **33.3%** of the Executive team were women
- **22.2%** of the Executive team were from diverse races and ethnic backgrounds
- **45.2%** of Senior Vice Presidents and above were women
- **35.5%** of Senior Vice Presidents and above were from diverse races and ethnic backgrounds

## Volunteer Impact

- Five Star Bancorp is extensively engaged with a wide range of non-profits and economic development corporations through direct charitable giving and active board engagement. In 2025, employees contributed a total of **2,172** volunteer hours across **110** organizations performing **992** activities
- Averaged **9** volunteer hours per full-time employee

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# Governance

## Board Oversight / Demographics

### Role of Board of Directors

The Company's directors, in their role of overseeing the sound management of the Company, have the responsibility to exercise their business judgement in what they believe to be in the best interests of the Company and the shareholders, taking into account the interests of the employees, the clients, and the community at large, and in so doing manage risk and enhance the long-term value of the Company.

### Ethics – Code of Conduct

The Board expects its directors, as well as officers and employees, to act ethically at all times and to acknowledge their adherence to the policies comprising the Company's Code of Conduct, as well as its Code of Conduct and Ethics and Conflict of Interest Policy for Directors (collectively, "Code of Ethics"). Directors are expected to be familiar with, and to follow, the Code of Ethics to the extent applicable to them. If an actual or potential conflict of interest arises that involves a director, that director shall promptly inform the Governance and Nominating Committee. The Governance and Nominating Committee shall recommend to the Board the appropriate action to be taken. If the Board determines that a significant conflict exists which cannot be resolved or addressed, the director should resign.

### Board Structure

The Board will have at all times an Audit Committee, Compensation Committee, and a Governance and Nominating Committee. Members of these committees will be independent directors of the Board and

independent under any criteria also applicable to the relevant Board committee, in each case as established by the SEC, Nasdaq, and any applicable laws and regulations. The Board may, from time to time, establish or maintain additional committees, as it deems necessary or appropriate.

### Director Participation

Each Board member is free to suggest the inclusion of items on a meeting agenda and to present any Board meeting subjects not on the agenda for that meeting. Information and data important to the Board's understanding of the business to be conducted at a Board or Board committee meeting should generally be distributed to the directors before the meeting.

### Director Independence

Independent directors play an important role in assuring investor confidence by overseeing and guarding against conflicts of interest. The Board shall be comprised of a majority of independent directors, as defined under the Nasdaq Stock Market Rules (the "Nasdaq Rules").

### Access to and Communication with the Board of Directors

Shareholders and interested parties who wish to contact the Board of Directors or Chairperson of the Board should address correspondence to the Corporate Secretary, Five Star Bancorp, 3100 Zinfandel Drive, Suite 650, Rancho Cordova, CA 95670. The Corporate Secretary will review and forward correspondence to the appropriate person or persons for response.

Each communication should specify the applicable addressee or addressees to be contacted as well as the general topic of the communication. Communications may be confidential or anonymous. Communications may also be referred to other departments within the Company. The Company generally shall not forward to the directors a communication that it determines to be primarily commercial in nature or related to an improper or irrelevant topic, or that requests general information about the Company.

### Board Refreshment

The Governance and Nominating Committee is responsible for periodically reviewing with the Board the independence of each person proposed for election or appointment to the Board. Directors are requested to inform the Chairperson of the Board and the Chairperson of the Governance and Nominating Committee of any circumstance that might reasonably affect his or her independence under the standards described in these guidelines. The Board shall publicly disclose its independence determination for each director when the director is first elected to the Board and annually thereafter.

## KPIs: Board Oversight & Demographics

### Independence Oversight as set Forth by Nasdaq Listing Standards

Our board of directors has evaluated the independence of its members based upon the rules of Nasdaq and the SEC. Applying these standards, our board of directors has affirmatively determined that, except for one, each of our current and former directors who served during the fiscal year ended December 31, 2025, is an independent director, as defined under the applicable rules.

### Board of Directors Demographics

- **91%** Independence Oversight Board of Directors Demographics
- **42%** were women or from diverse races and ethnic backgrounds
- **25%** were women
- **17%** were from diverse races and ethnic backgrounds

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# Locations

## **CHICO BANKING OFFICE**

1370 E. Lassen Avenue, Suite 100  
Chico, CA 95973  
530.924.5121

## **DOWNTOWN SACRAMENTO ADMINISTRATIVE OFFICE**

555 Capitol Mall, Suite 985  
Sacramento, CA 95814  
916.306.1655

## **ELK GROVE BANKING OFFICE**

9250 Laguna Springs Drive, Suite 102  
Elk Grove, CA 95758  
916.714.2444

## **NATOMAS BANKING OFFICE**

2400 Del Paso Road, Suite 100  
Sacramento, CA 95834  
916.640.1500

## **NEWPORT BEACH**

### **ADMINISTRATIVE OFFICE**

4100 Newport Place, Suite 660  
Newport Beach, CA 92660  
916.306.1090

## **RANCHO CORDOVA**

### **BANKING OFFICE**

3100 Zinfandel Drive, Suite 100  
Rancho Cordova, CA 95670  
916.851.5440

## **REDDING BANKING OFFICE**

358 Hartnell Avenue, Suite B  
Redding, CA 96002  
530.223.6652

## **ROSEVILLE BANKING OFFICE**

2240 Douglas Boulevard, Suite 100  
Roseville, CA 95661  
916.626.5000

## **SAN FRANCISCO**

### **BANKING OFFICE**

345 California Street, Suite 2875  
San Francisco, CA 94104  
415.278.7400

## **WALNUT CREEK BANKING OFFICE**

1333 North California Boulevard, Suite 510  
Walnut Creek, CA 94596  
925.465.6436

## **YUBA CITY BANKING OFFICE**

855 Harter Parkway, Suite 350B  
Yuba City, CA 95993  
530.431.0950





3100 Zinfandel Drive, Suite 100  
Rancho Cordova, California 95670  
916.851.5440

[fivestarbancorp.com](http://fivestarbancorp.com)

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*Five Star Bancorp maintains a healthy, sustainable environment through the responsible use of renewable resources.*



Printed on Forest Stewardship Council® certified paper. The FSC®'s mission is to promote environmentally sound, socially beneficial, and economically prosperous management of the world's forests.

