COLUMBIA BANK

Corporate Citizenship Report 25

When we **Do RIGHT**, associates thrive, customers grow, shareholders invest and communities prosper.

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01 Introduction

At Columbia Bank, we're committed to empowering businesses and families as they pursue their ambitions. With a team of dedicated professionals and a comprehensive suite of financial solutions, we offer specialized expertise and personalized support tailored to meet our clients' needs at every stage. As one of the largest banks headquartered in the West, our reputation is built on forging strong relationships, providing expert advice and delivering resources tailored to each customer's unique journey, whether they're growing their company or securing their family's future.

Introduction

Letter to our stakeholders

Since our founding, Columbia Bank has been guided by a simple belief: The stronger, more successful we are as a bank, the more value we can deliver for our shareholders, customers, communities and associates. It's in that spirit that I'm pleased to share our 2025 Corporate Citizenship Report.

It's clear that 2025 was a year of many accomplishments. From expanded investments in financial education and affordable housing to nationally recognized small business support and award-winning community philanthropy, the impact of Columbia's Do Right culture continues to expand as our bank grows.

In that regard, our acquisition of Pacific Premier Bank stands out as a defining milestone. Over the years, Columbia and Pacific Premier have earned strong reputations as trusted financial partners and strong community builders, forging durable partnerships that empower economic opportunity. Together, our combined resources and shared cultures of service are already amplifying Columbia's impact in communities across our expanded footprint.

I'm especially grateful for our Columbia associates, whose passion and dedication made all we accomplished last year possible. Their commitment is a strong reminder that Columbia's impact extends far beyond loans and deposits and that our success is measured by the families we help prosper, the businesses we help grow and the communities we help build.

Our goal is to provide a sustainable, community-focused bank at scale, whose impact over time will be felt deeply across every community in our footprint. This work is both our privilege and our responsibility. We are proud of our progress and committed to building on our momentum.

Clint E. Stein
Chairman, Chief Executive Officer and President

Introduction
Our company profile

Overview

As one of the largest banks headquartered on the West Coast, Columbia Bank serves more than 800,000 customers nationwide. Through our network of over 350 locations, we offer businesses and individuals the sophistication of a larger institution while maintaining the relationship-focused approach of a community bank.

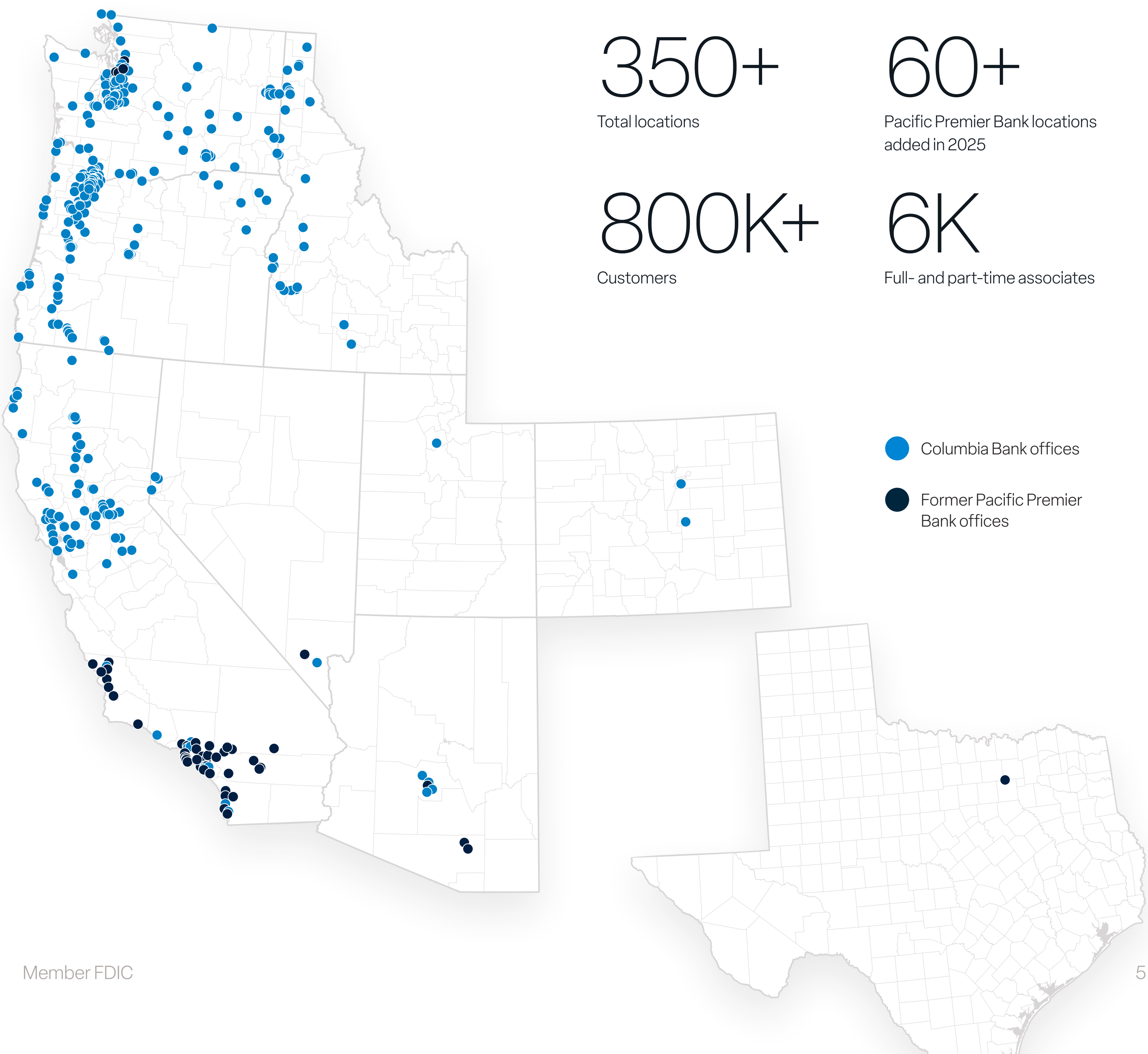
Columbia Banking System, Inc. (ticker: COLB) and its subsidiaries and divisions, including Columbia Bank, are powered by a team of around 6,000 full- and part-time associates. Together, we deliver a comprehensive suite of banking and financial services designed to meet the diverse needs of our communities. We unite expertise from commercial banking, consumer banking and wealth management with our extensive retail presence in the West to foster economic strength in the communities where we live and work.

350+
Total locations

60+
Pacific Premier Bank locations added in 2025

800K+
Customers

6K
Full- and part-time associates



Introduction
Our company profile

Our Do RIGHT framework

Our Do RIGHT culture is the foundation that guides how we live every day. Doing RIGHT means understanding the impact of our decisions so that associates thrive, customers grow, shareholders invest and communities prosper. We embody these values in our company culture and how we interact with our stakeholders:

» Form lasting **Relationships** with customers and each other.
» Create **Impact** through purposeful action.
» Pursue **Growth** for associates, customers and communities.
» Serve others with **Heart**.
» Build **Trust** through credibility.

Expanding our presence in California

In 2025, we were pleased to welcome Pacific Premier Bank to the Columbia Bank family. This marked a major step forward in our long-term strategy to expand and deepen our presence across California. Pacific Premier Bank's strong reputation, incredible talent, deep community roots and relationship-focused approach made it a natural fit with Columbia Bank, strengthening our position as a leading financial institution based in the Western U.S. We successfully completed the systems conversion of Pacific Premier Bank in January 2026, thanks to the exceptional efforts of our integration team and all our dedicated associates. We continue to strive for a seamless, well-supported experience for all customers as we move forward together, delivering the personalized service they rely on — now backed by our expanded talent, resources and reach.

Mission
Provide comprehensive financial services in a manner by which associates thrive, customers grow, shareholders invest and communities prosper.

Vision
Serve customers with expertise, tailored financial solutions and a plan for their success.

Introduction
Our company profile

Strength in numbers*

Assets: $65.4 billion

Cash **3%**
Securities **17%**
Loans **72%**
Other assets **8%**

Deposits: $52.1 billion

Non-interest-bearing **33%**
Interest-bearing DDAs **21%**
Savings **5%**
Money market **32%**
Time **9%**

Loans: $47.2 billion

C&I **26%**
Owner-occupied CRE **16%**
Non-owner-occupied CRE **16%**
Multifamily **22%**
Construction **4%**
Residential mortgage **11%**
Other **5%**

Family of brands

COLUMBIA BANKING SYSTEM

COLUMBIA BANK

COMMERCE ESCROW
COLUMBIA WEALTH MANAGEMENT
FINPAC

* All financial metrics are as of June 30, 2026.

Introduction
2025 highlights

Featured initiatives

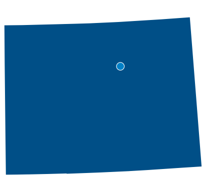
Native American Empowerment and Investment Initiative
To learn more about how we prioritize building relationships with Native American communities to foster economic vitality and support overall wellbeing, visit our Customers Grow chapter.

Legacy Builder
We address the biggest barriers to homeownership to make buying a home more accessible for all. Visit our Customers Grow chapter to learn more.

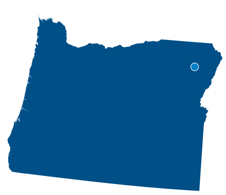
Highlights and recognition

- Best Regional Bank for Small and Midsize Businesses (West) and Best Trade Finance Partner (Far West), *Global Finance Magazine*
- Oregon's Most Admired Companies for the 21st consecutive year
- Acquired Pacific Premier Bank, completing our Western footprint and expanding our Community Benefits Agreement by $2.5 billion
- *Fortune* 1000 2025
- #2 performer out of regional banks (50B+) for the second consecutive year by *Bank Director*, RankingBanking 2025
- Top-20 SBA lender nationally, including top SBA lender in Oregon since 2018 and top in Washington for six of the past seven years
- Best of South Sound 2025, *South Sound Magazine*
- 2025 Bank Partner of the Year, *MoFi*
- Largest Corporate Philanthropists in Washington and Most-Admired CEOs 2025, *Puget Sound Business Journal*

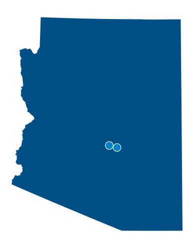
Branch expansion across our footprint



Denver Tech Center
Denver CO



Wallowa
Wallowa OR



Phoenix - Deer Valley
Mesa FinancialHub
Phoenix, Mesa AZ

Crenshaw FinancialHub
Los Angeles CA

Introduction
Sustainability and strategic impact

Our strategy

Sustainability is woven into the way Columbia Bank operates, guiding us in making responsible choices that strengthen our company and build trust with our stakeholders. Our sustainability program and reporting further guide this work by providing direction, accountability and transparency across our operations. By embedding sustainability into our culture and strategy, we ensure that our actions deliver not only immediate benefits but also lasting strategic impact, helping us contribute to the long-term wellbeing of the communities we serve.

Our sustainability program is informed by ESG frameworks, grounded in industry best practices and aligned with regulations, such as:

» Task Force for Climate-Related Financial Disclosures (TCFD) and the California Climate-Related Financial Risk Act (SB 261)
» Sustainability Accounting Standards Board (SASB)
» Global Reporting Initiative (GRI)
» Greenhouse Gas (GHG) Protocol

For further information in related disclosures, visit the following:

» Our Impact
» SEC filings
» Governance documents

Our core stakeholders

Customers
Customers access the broad capabilities of a leading financial institution while receiving the attention and service of a community bank.

Communities
Communities gain support through our charitable giving, associate volunteerism and via the capital we lend to help local businesses grow.

Associates
Associates have the opportunity to grow their skills, build meaningful connections and make a real impact in the communities where they live and work.

Shareholders
Shareholders can confidently invest in a disciplined organization with diverse liquidity sources, strong capital and a determination to deliver consistent, top-tier results.

Material topics

To align our sustainability program activities with our stakeholders, we completed a materiality assessment of our corporate impact in 2024. This exercise allowed us to evaluate which topics were most relevant through data such as surveys, interviews and research. The result is the ranking below, with "material" comprising what our stakeholders selected as the top four topics on which our program should focus. We annually review our materiality assessment to address key changes to the business or economic landscape that may have a potential impact to our analysis.

Important
Topics we are continuing to expand and grow, monitoring for business impacts.

» Energy management
» Environmental benefits of products and services
» Environmental impact of operations
» Sustainability oversight and practices
» Resource management
» Suppliers and third-party vendors

Significant
Topics influencing strategic priorities and decisions.

» Associate inclusion and belonging
» Corporate structure and practices
» Ethical practices
» Social benefits of products and services

Material
Critical topics driving our strategy

» Associate engagement and development
» Community engagement
» Customer experience and feedback
» Cybersecurity and data privacy

Introduction
Sustainability and strategic impact

Sustainability governance

Strong governance underpins our long-term success. At Columbia Bank, we hold ourselves to the highest standards of integrity, an essential value that guides every decision we make. We strive to exceed regulatory and ethical expectations and ensure that a wide range of perspectives are represented across our business, strengthening the quality and accountability of our decision-making. Our Board of Directors and Executive Team work diligently to comply with all relevant regulations, ensuring that our practices align with the interests of our stakeholders and upholding a culture where integrity remains paramount.

BOARD OVERSIGHT

Nominating and Governance Committee

Enterprise Risk Management Committee

EXECUTIVE OVERSIGHT

Strategy and Innovation

Corporate Risk Committee

Belonging Council

IMPACT TEAMS

Sustainability and Strategic Impact Team

Community Impact Team

Enterprise Portfolio Management Office

Enterprise Risk Management and Business Resilience

02

Customers Grow

Columbia Bank uses a relationship-based approach to deliver personalized banking services, giving individuals, families, small businesses and commercial enterprises the tools they need to thrive. We take pride in listening to our customers to understand what matters most, meeting those needs through modern solutions and high-quality expertise.

By expanding access to banking and financial services, we serve as a trusted pillar of support in the communities where we live and work. From first savings accounts and home lending to working capital, treasury services and tailored industry financing, we help every customer move forward with confidence and clarity.

Top-20
SBA Lender nationwide

PORTLAND BUSINESS JOURNAL
Oregon's **Most Admired** companies

Coalition Greenwich
Best Bank: Satisfaction in Cash Management, Relationship Manager for Middle Market Banking

Forbes
2026 **America's Best Banks**

Customers Grow
Investing in Native American communities

Columbia Bank works alongside Native American communities across our footprint to understand their unique priorities and help meet those needs. Through community investments, charitable contributions, technical assistance and empowerment programs, our **Native American Empowerment and Investment Initiative** supports long-term, trust-based relationships that foster economic self-sufficiency, cultural preservation and overall wellbeing.

Paths to homeownership

In 2025, Columbia Bank began participating in the HUD Section 184 Indian Home Loan Guarantee Program, a critical step toward expanding access to affordable housing for tribal members. We also sponsored housing initiatives through the Federal Home Loan Bank (FHLB), supporting projects with the Hoopa Valley Housing Authority, Wiyot Tribe, and more.

Banking services

To promote financial security and generational wealth, Columbia Bank offers specialized Matched Savings Accounts and Minors Trust Accounts, tailored to tribal needs.

We also support tribal economic development through significant credit facilities and investments. Highlights include a credit facility for Cowlitz Economic Authority — focused largely on non-gaming initiatives — and a real estate loan for the Coeur d'Alene Tribe to repatriate ancestral lands. Additional projects include healthcare expansions, wastewater facilities and partnerships with regional corporations.

Our Native American banking team is committed to delivering top-tier service and meaningful support to our tribal communities. For more information on this team, visit here to learn about our Specialty Banking Services.

Community programs

Financial education remains central to our mission. With our support, Financial Beginnings developed SAGE: Sustaining Ancestral Guidance and Empowerment, a curriculum that provides Native adult learners with culturally-grounded tools and strategies to enhance financial wellness and achieve greater stability for themselves, their families and their communities.

Our engagement extends to sponsorships and events such as the Chehalis Tribe's Financial Freedom Summit, Warm Springs Tribe's Youth Business Day and contributions to organizations like the Affiliated Tribes of Northwest Indians Economic Development Corp. (ATNI-EDC). In 2025, we provided over $150,000 in grants to Native-led and Native-serving nonprofit organizations.

From housing and education to economic development and talent, Columbia Bank's Native American Empowerment and Investment Initiative reflects our commitment to building sustainable, inclusive financial solutions that honor tribal sovereignty and support long-term prosperity.

Customers Grow
Financial inclusion

All people and organizations should have access to affordable financial services that help them thrive. At Columbia Bank, we support our customers and communities with practical, responsible solutions that meet their unique needs and support their goals.

We renewed and expanded these efforts in 2025 and remain committed to widening access to affordable products, acting as a trusted advisor at every stage of our customers' financial journeys.

Matched savings accounts

Our **Matched Savings Accounts** (MSAs), also called Individual Development Accounts (IDAs), help community members reach big financial goals faster. Designed for people saving for a first home, starting a small business or paying for postsecondary education, these custodial accounts pair customer deposits with matching funds from a local provider to multiply the impact of every dollar saved.

We partner with community organizations and workforce boards to deliver these programs where they are needed most across Washington, Oregon and Idaho. For example, we partner with the Washington Workforce Association and Financial Beginnings to offer Matched Investment Savings Accounts in which savers earn a 1-to-1 match on the first $10,000 they save for a total of up to $20,000 in matched funds. Savers also receive financial coaching, building skills to manage money with confidence and meet income and savings requirements set by the provider.

As of 2025, Columbia Bank worked with 20 nonprofit providers to host 1,368 matched accounts, with an average balance of more than $1,500 per account. Our operational capacity and extensive branch network make us one of the few banks in the region equipped to administer these custodial accounts and support both providers and savers.

Foundation Checking and veteran services

For customers who are new to banking or restarting their financial journey, Columbia Bank offers **Foundation Checking**, a BankOn-certified account that meets the national account standard of the Cities for Financial Empowerment Fund and provides safe, affordable in-person, online and mobile banking with no minimum balance requirement and no overdraft fees. Foundation Checking helps unbanked and underbanked individuals establish a secure financial foothold while offering practical safeguards.

Our Foundation Checking account is also part of the **Veterans Benefits Banking Program** (VBBP), which gives veterans and beneficiaries a dependable way to receive and manage their monetary benefits. Columbia Bank waives the monthly maintenance fee on Foundation Checking and Grow Savings accounts for active-duty military service members, veterans, their beneficiaries and their caregivers.

For more information, please visit the Columbia Foundation Checking webpage.

Customers Grow
Financial inclusion

Financial tools for success

Modern conveniences such as print-on-demand debit cards and the ability to open an account online give our customers easier access to our banking services and greater flexibility.

Instant issue debit cards

If a debit card is lost, damaged or needs replacing, customers can receive an instant issue debit card printed at any local branch. With cards produced on site, there is no shipping fee and customers regain access to their funds immediately.

Customer online account opening

Our online account-opening process offers a mobile-friendly experience and lets consumer customers open up to five new deposit accounts at once, including Foundation Checking.

Visit our website to learn more about Columbia Bank's financial services.

Putting payments in the fast lane

Columbia Bank brought customers together in Las Vegas and Portland to show how our Commercial Card program can simplify payments and strengthen cash flow. Guests learned about practical tools like automated payables, digital wallets and supplier enablement through racing-themed demonstrations. These events help businesses see how card solutions can save time and improve working capital, shifting their cash flow into top gear.

Disaster relief loans

Our disaster relief loan program provides reduced-rate loans to customers impacted by natural disasters, offering rapid access to personal loans for urgent needs like home repairs and everyday essentials. These loans are designed to help customers recover more smoothly and regain financial stability.

We also prioritize the wellbeing of our associates, offering an Associate Relief Fund to our team members impacted by financial hardship.

Customers Grow

Housing access

For most, the three biggest hurdles to homeownership are: saving for a down payment, qualifying for a mortgage and affording monthly payments.

Columbia Bank offers programs that are intentionally designed to remove or reduce these barriers so more families can buy a home – especially those traditionally underserved in access to homeownership. By helping more households achieve stable, long-term homeownership, these initiatives strengthen communities and contribute to their broader financial wellbeing.

In 2025, our team of loan officers supported and led more than 250 sessions designed to increase awareness and education for first-time homebuyers and low- to moderate-income credit solutions.

Neighbors down payment assistance

The Neighbors DPA program is designed to help buyers who can afford a monthly mortgage payment but do not have sufficient funds upfront for a down payment or closing costs. The program:

- Helps buyers cover down payment and/or closing costs
- Works alongside the Neighbors first mortgage or most standard conventional loans
- Makes homeownership more accessible by reducing the cash needed at closing

Foreclosure prevention

We take a customer-focused approach to foreclosure prevention by offering a comprehensive suite of loss-mitigation options and early-intervention strategies. Key components of our approach include early identification and outreach, dedicated loss mitigation specialists, a full suite of assistance options and compliance with all federal, state and investor requirements.

Our Home Preservation team proactively reaches out to homeowners at risk of foreclosure. In 2025, these efforts helped return 179 mortgages back to current on payments.

Legacy Builder

About Legacy Builder

The Legacy Builder program helps first-generation homebuyers build a legacy of homeownership and long-term wealth. Designed for borrowers purchasing a primary residence, the program lowers common barriers to entry by requiring just $1,000 of the borrower's own funds, among other benefits.

By accepting small down payments, allowing a variety of funding sources for down payment and closing costs, and recognizing broader income where appropriate, Legacy Builder expands access for borrowers who have limited liquidity but demonstrate strong repayment capacity. Mortgage insurance and careful underwriting help manage risk while preserving affordability, so we can support responsible homeownership while offering meaningful financial assistance.

Homebuyer tour

In June, Columbia Bank hosted a multi-city Legacy Builder Homebuyer Tour across three states and 14 cities with more than 20 events. The tour offered workshops, resources and one-on-one guidance to equip aspiring homeowners with the tools they need to pursue homeownership and build generational wealth. This effort is part of a broader movement to increase access to homeownership, close the wealth gap and strengthen communities across our footprint.

For more information, please visit the Columbia First-Time Homebuyers webpage.

HOME OWNERSHIP SUPPORT

Available loan programs for first-time homebuyers and low- to-moderate-income, LMI, borrowers	277
Number of customers who used income-based down payment assistance or loan program	846

Customers Grow
Housing access

Community lending and affordable housing

Community Impact Lending

The Community Impact Lending team advances equitable lending across our footprint by directing credit, capital and resources to underserved borrowers and neighborhoods. With a focus on mortgage and small business lending goals for low- and moderate-income borrowers and underserved communities, the team builds partnerships, removes barriers and helps turn housing and business goals into reality.

Affordable housing

Our Affordable Housing team finances rent-restricted multifamily properties that serve low-income households, including workforce housing and properties for seniors, people with disabilities and others in need of shelter. The team partners with both nonprofit and business developers and with city, state and federal agencies to structure financing for new construction, acquisition and rehabilitation projects.

AFFORDABLE HOUSING METRICS

Total number of loans to affordable housing projects	14
Total value of loans (in millions USD)	$135
Number of affordable housing units created by projects	673

Covenant Homeownership Program loans

Columbia offers loans through the Covenant Homeownership Program (CHP) an initiative aimed at expanding access to homeownership for underserved communities in Washington. The CHP provides targeted down payment and closing cost assistance, typically as a 0% interest secondary loan that may be forgiven or repaid on sale or refinance and is administered under state program guidelines for eligible buyers.

CHP loans remove upfront cost barriers and complement our existing down payment assistance and affordable lending tools. By increasing homeownership opportunities for historically excluded households, the program supports generational wealth building and stronger, more stable neighborhoods.

Making a difference in our communities

Our Community Lending team supports equitable access to financial tools and strengthens underserved neighborhoods through:

Community-focused lending: Advancing mortgage and small business lending with underserved borrowers.

Community partnerships: Working closely with nonprofit housing organizations, multicultural real estate trade groups, local elected officials and state agencies.

Talent and capacity building: Helping identify and recruit qualified lending officers and branch leaders who understand community needs and can deliver culturally competent service.

Custodians of the CBA: Implementing the Community Benefit Agreement to increase lending, investments and philanthropy in historically underserved neighborhoods.

Local engagement: Spending time doing grassroots community outreach, conducting listening sessions, connecting residents with resources and attending gatherings to help translate policy and products into practical opportunities for borrowers.

Nonprofit collaboration: Partnering with organizations such as Habitat for Humanity and the Urban League of Metropolitan Seattle to create direct pathways to homeownership and to support community-led solutions.

Customers Grow
Specialty banking services

Columbia offers industry-focused banking grounded in expertise, local knowledge and relationship-first problem solving. Across all these lines of business, we strive to have a positive impact on the community and deliver long-term value.

Native American banking

Our Native American banking team invests in long-term partnerships, community-focused collaboration and problem solving towards shared goals. By taking the time to understand each tribe's unique priorities, we strive to better support their communities with tailored solutions. We have a proven track record, working with more than 70 tribes and tribal-adjacent organizations nationwide.

We doubled the size of our Native American banking team in 2025, including expanding services in Alaska. These efforts strengthen our ability to serve tribal clients with cultural understanding and expertise.

Financial Pacific Leasing

Financial Pacific Leasing (FinPac) is our equipment finance division, providing flexible small ticket leasing solutions that help businesses preserve cash flow and acquire essential equipment. FinPac combines nimble, relationship-driven service with bank level stability to deliver fast, practical financing across a wide range of industries.

$648 million

Total Equipment Leasing & Financing originated in 2025

32,912

businesses with equipment financed or under lease with FinPac

Agricultural banking

Columbia is a Top-10 farm lender nationally with more than 30 years of agricultural financing experience, and our local teams tailor solutions across more than 50 crop types to meet regional needs. In 2025, we continued to grow our Agriculture Task Force to streamline processes and align best practices to better serve our agricultural customers. We originated 490 loans to small farms with $1 million or less in annual revenue. Our agriculture consultants provide hands-on expertise and support to farmers and ranchers, and we remain active in 4-H, Future Farmers of America and industry associations to strengthen rural communities and evolve our offerings.

Accelerating success through cross-team collaboration

Criterion Critical Electrical Systems, Inc. has been a Columbia Bank customer since 2020. Founded in 2016, Criterion provides specialized electrical and power services for data centers, including evaluation, design, installation, upgrades and equipment procurement. Over the years we have built a collaborative relationship that lets us respond quickly and creatively to evolving working capital needs.

When Criterion needed to expand capacity, Columbia Bank's Commercial and Retail teams worked together to increase its commercial line and expand its borrowing capacity. That outcome reflects the value of long-term trust, ongoing engagement and confidence in recommending the right teams and solutions to get the job done.

Waste and Recycling banking

Columbia Bank's Waste & Recycling banking group supports essential services that contribute to cleaner, more sustainable communities. The team provides specialized financial solutions for waste haulers, recycling firms, waste-adjacent contractors, equipment providers, renewable energy projects and fuel transportation companies. In addition to traditional commercial lending, the group offers expertise in tax-exempt financing structures, an important capability that helps advance critical environmental and community focused infrastructure.

Customers Grow
Specialty banking services

Legal services banking

We provide specialized accounts and financing designed for law firms, including minor settlement accounts and financing for partner buy-ins and firm acquisitions. Columbia is also a leading participant in state Interest on Lawyers' Trust Accounts (IOLTA) programs, directing interest from qualifying trust accounts to fund legal services for people in need and support access to justice in our communities.

Healthcare banking

Our teams bring deep sector knowledge and a comprehensive suite of financial solutions to hospitals, clinics and provider groups, as well as veterinary clinics. Having navigated multiple market cycles, we deliver steady guidance and trusted partnership so healthcare organizations can manage capital needs, regulatory change and operational pressures with confidence.

Homeowner Association banking

Our Homeowners' Association (HOA) banking team supports the communities we serve by providing tailored banking services to property management companies and their HOA clients. By working closely with industry partners from over 35 states and integrating directly with HOA-specific accounting systems, we help specialized property management companies and the HOA communities they serve to operate more securely and efficiently. Our emphasis on electronic payments strengthens fraud protection, speeds up payment settlement and provides day-to-day transactional transparency to both property management companies and the many HOA volunteer boards tasked with maintaining a strong, vibrant community.

Columbia Trust Company

With nearly 60 years of fiduciary and investment management experience, Columbia Trust Company helps families, nonprofits and institutions preserve wealth and plan legacies. Our trust professionals provide estate and tax planning, real estate oversight and trust administration across our footprint, building enduring relationships that support long-term goals.

Columbia Private Trust

Through our acquisition of Pacific Premier Bank in 2025, we now offer the services of Columbia Private Trust — non-discretionary, non-fiduciary custodial services that support the safe custody of alternative assets within tax-advantaged retirement accounts. Operating solely in an administrative capacity, it prioritizes clarity, transparency and the protection of clients' long-term retirement goals, offering a secure foundation for their financial future.

Columbia Wealth Advisors

Columbia Wealth Advisors offers comprehensive financial planning, investment management, insurance and retirement strategies tailored to individuals, families and business owners. Clients work with local advisors to create personalized plans that support their financial goals, legacy objectives and philanthropic priorities, providing ongoing guidance to help them build and preserve wealth while making a meaningful impact.

Wealth Management Solutions: • Private Banking • Healthcare Banking • Columbia Wealth Advisors[1] • Columbia Trust Company[2]

[1] Securities offered through **Raymond James Financial Services, Inc.**, Member FINRA/SIPC, and are not insured by bank insurance, the FDIC or any other government agency, are not deposits or obligations of the bank, are not guaranteed by the bank, and are subject to risks, including the possible loss of principal. Investment Advisory services offered through Raymond James Financial Services Advisors, Inc., Columbia Wealth Advisors and Columbia Bank are not registered broker/dealers and are independent of Raymond James Financial Services, Inc.

[2] Views of Columbia Trust Company are as of the date published and are subject to change based on market conditions and other factors. These views should not be construed as a recommendation for any specific security. Products and services are offered by Columbia Trust Company, a division of Columbia Bank, which is an Oregon state chartered bank and a wholly owned subsidiary of Columbia Banking System Inc. The professionally managed investments of Columbia Trust Company are:

• NOT A DEPOSIT • NOT FDIC INSURED • NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT GUARANTEED BY COLUMBIA BANK • MAY GO DOWN IN VALUE

Customers Grow
Specialty banking services

Nonprofit banking

Nonprofits have different funding and cash flow needs than for-profit organizations. Our nonprofit specialists deliver tailored solutions such as donation processing, payments, endowment management, investment policy, liquidity and treasury tools to support financial health. Serving as trusted advisors, we help reduce costs and streamline operations so our nonprofit customers can focus on meeting needs in their communities.

Empowering small businesses with the Seattle Sounders
Columbia Bank partnered with the Seattle Sounders FC in 2025 to launch the Small Business Accelerator, a promotional program that elevated nine local small businesses in the Greater Puget Sound region, with a focus on businesses owned by underrepresented populations. Each business received exclusive exposure and development opportunities from the Sounders.

Small business banking

We provide tailored support to small and medium businesses, helping them manage cash flow, navigate everyday operations, and invest in growth and retirement solutions. By offering a mix of local market knowledge, flexible underwriting and personalized service, we move quickly to solve problems and provide the tools businesses need.

When traditional financing is not a fit, we connect small business applicants to local Community Development Financial Institutions (CDFIs). For our support of small business customers through this program, we were recognized as MoFi's 2025 Bank Partner of the Year. In 2025, we referred 268 small businesses to CDFIs, expanding access to mission-driven community capital.

Top-20
SBA-lender across the nation

#1 ranked
SBA-lender in Oregon since 2018 and Washington for six of the past seven years

SMALL BUSINESS LENDING ORIGINATION	NUMBER OF LOANS	VALUE OF LOANS (IN THOUSANDS)
Total loans for small businesses and small farms qualified for the CRA Loan Register	5,752	$1,482,164
Loans to small businesses	5,262	$1,361,731
Loans to small farms	490	$120,433
SBA 7(a) loans	649	$66,010
Third-party and vendor financing for small businesses	12,688	$595,260
COMMUNITY DEVELOPMENT LENDING ORIGINATION		
Community development consortia	77	$17,491
Community development-related loans	215	$1,110,401

Customers Grow

Customer engagement

Customer Pulse Survey

Each quarter we invite a sample of business and consumer customers to complete a brief Customer Pulse Survey that captures how they feel about their experience with Columbia Bank. The two-minute survey provides actionable feedback we use to improve products, service and the overall customer experience.

Client Advisory Board

Established in 2020, the Client Advisory Board serves to discuss various topics such as industry trends, economic updates and fraud trends. It is composed of a representative group of commercial customers from a diverse set of industries, company sizes and geographies. Twice a year, we meet with the advisory board to gain insight on customer priorities, gain vital feedback to refine our approach and solutions, and engage with customers in a deeper way.

2025 Business Barometer

Columbia Bank's annual Business Barometer surveys small and middle market business leaders to track sentiment, priorities and strategic plans over time. Based on responses from nearly 1,300 companies, the 2025 report found measured optimism about the year ahead alongside persistent concerns about inflation, tariffs and cybersecurity, and highlighted rising investment in generative AI and tactical responses to supply chain risk.

- Economic outlook: Nearly half of businesses expect the economy to improve, including 60% of middle market firms and 44% of small businesses.
- Top concerns: Inflation (60%), recession risk (42%) and tariffs (41%).
- Growth priorities: 69% of middle market companies and 34% of small businesses prioritize growth over cost cutting.
- Tariff responses: Many firms are planning inventory adjustments, pricing strategies or supplier diversification, with 72% of middle market and 41% of small businesses likely to stockpile inventory.
- Generative AI: Adoption is rising, with 85% of middle market and 50% of small businesses planning investments.
- Cybersecurity: A meaningful share experienced cybersecurity attacks in the past year and only a minority feel very well prepared.

Virtual support

Our bankers are there when customers need us. Since empowering our mobile and online banking support with AI, bankers have been able to improve responsiveness and customer satisfaction while growing their careers. Average wait times have decreased, customer journey completion rates have increased and more than 60 associates were promoted to more advanced roles.

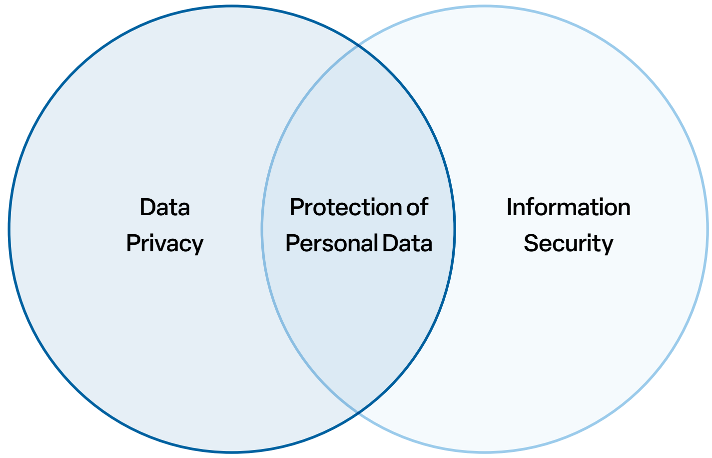
Official Banking Partner
of the Seattle Sounders

Proud Sponsor
of the Seattle Seahawks

Customers Grow

Customer privacy and fraud prevention

Columbia Bank's culture centers on caring for customers, and that includes safeguarding their information and protecting their financial wellbeing. Associates receive training in cybersecurity, information security, fraud prevention and identification, and preventing unfair sales practices. We also have a dedicated fraud investigations team that addresses issues including elder abuse, identity theft and imposter scams.



Success Against Fraud Events (S.A.F.E.)

Threats of fraud remain prevalent among businesses and can put our customers, and us, at risk of significant financial loss. Our Success Against Fraud Events (S.A.F.E.) Resource Center is a hub for associates to learn about fraud prevention and security. Some S.A.F.E. materials are also available to customers, including information on cybersecurity, current fraud trends and Columbia Bank's fraud prevention solutions.

Consumer Digital Product Team

Our Consumer Digital Product Team prioritizes security across Columbia Bank's online banking platform to protect customers and enable expanded self-service capabilities. Across the industry, hackers and fraudsters continue to find new ways to gain access to people's accounts and separate them from their hard-earned money. The Consumer Digital Product Team is on a mission to protect our customer and stay one step ahead, partnering with internal Cyber and Risk teams to launch the Modern Authentication initiative, which introduces stronger multi-factor authentication to reduce fraud and strengthen customer confidence.

03

Communities Prosper

Columbia is committed to building healthier, more resilient and better-connected communities across our footprint. We invest in economic prosperity and measure success by the real outcomes those investments create.

Our approach combines enterprise strategy with values-driven leadership. Our Community and Sustainability teams work across the company to turn ideas into tangible programs, guided by our Do RIGHT framework. Associates are encouraged to engage through sponsorships, volunteerism and other impact initiatives, and we track those efforts to ensure they deliver meaningful benefit to the communities we serve.

$463K
Associate giving and matching

$300K
Associate Resource Group grants

$5.2M
CRA giving

Communities Prosper
Giving

Columbia Bank Community Impact Fund

Our community impact work is shaped by regulatory alignment, strategic clarity, a balanced funding approach and durable, values-driven partnerships.

Columbia Bank is proud to announce the renaming of its philanthropic and community investment platform as the Columbia Bank Community Impact Fund. This updated name reflects our continued commitment to putting communities first and advancing a transformative Community Impact Strategy that aligns with our values, our Community Benefits Agreement (CBA) and the requirements of the Community Reinvestment Act (CRA).

With this evolution, we also introduced three refreshed Priority Focus Areas that will guide our giving, investments and partnerships: Financial mobility, housing stability and community resilience. These focus areas reinforce our dedication to improving the economic prosperity of under-resourced individuals, families, small businesses and communities throughout our footprint.

Following the merger with Pacific Premier Bank, we amended our CBA to expand support across our enlarged service area. This strengthened our commitment to prioritizing increased access to capital for small businesses, expanding homeownership opportunities and building long-term financial power for historically under-resourced communities. For more information on our CBA, visit the Community Development section of this chapter.

Through the Columbia Bank Community Impact Fund, we invest in people and places to help communities thrive.

$11.1 million
Total charitable giving

2,225
organizations supported

Philanthropy

Columbia Bank's strong community-centered values guide us in our giving. We work to improve our communities' prosperity by supporting under-resourced individuals, families and small businesses.

Columbia Bank's charitable giving totaled more than $11 million in 2025. This includes $7.4 million of corporate giving and $3.7 million of philanthropic grants and investments through the Columbia Bank Community Impact Fund, a 501(c)(3) organization affiliated with Columbia Bank.

We work to advance community prosperity through strategic grantmaking, volunteerism and targeted programs that support under-resourced individuals, families and small businesses. Our charitable work is focused on measurable outcomes and partnerships that promote economic opportunity, health, inclusion and sustainability.

Communities Prosper
Giving

Priority Focus Areas

» **Financial mobility**
We invest in opportunities that empower individuals and communities to achieve lasting financial independence through microbusiness development, technical assistance, access to capital and financial education.

» **Housing stability**
We advance housing stability by supporting affordable housing development, preservation, temporary housing solutions and pathways to homeownership, creating stronger and more resilient communities for generations to come.

» **Community resilience**
We strengthen community resilience by promoting education, workforce development and essential services that enable economic participation, laying the foundation for strong, vibrant futures.

Associate Giving Match

The Associate Giving Match program doubles up to $1,000 of each associate's personal giving to the nonprofits of their choice annually. In 2025, 495 associates donated $238,888, of which $223,928 or 94% was matched by Columbia Bank's Community Impact Fund.

Supporting community-driven organizations

Through our grantmaking efforts in 2025, Columbia Bank provided funding to nonprofits across our footprint through general operating, capital support and programmatic grants. This approach reflects our commitment to improving economic prosperity for under-resourced individuals, families and small businesses, while strengthening the health, resilience, connectivity and inclusiveness of the communities we serve.

Associate Resource Group Grants

Once per year, associates can nominate nonprofits that serve communities represented by Columbia Bank's Associate Resource Groups (ARGs) to receive grant funding. This program supports under-resourced communities throughout our footprint by demonstrating our Do RIGHT culture, encouraging ARG engagement and delivering assistance where needed. In 2025, we granted $300,000 through the ARG Resource Group Grant program. For more information on our ARGs, please visit our Associates chapter.

Gala for a good cause
Columbia Trust Company and Columbia Bank sponsored the fourth annual Rat Pack Gala for Autism Life and Living (ALL). Columbia Bank's $20,000 contribution funded participation for 12 neurodiverse young adults in ALL's Workforce Development Program, supporting skills for competitive employment, workforce inclusion and financial independence.

Communities Prosper
Giving

Dollars for Doers

Through our Dollars for Doers program, associates who record 40 or more volunteer hours within one calendar year can receive a $500 donation to a qualifying nonprofit of their choice. This program encourages our associates to volunteer, using working hours to volunteer and raise additional money for the communities they serve. In 2025, 161 associates donated $80,500 through this program.

Associate-Driven Sponsorship Program

No one knows a community's needs better than the people who live and work there. Each fall, our associates are invited to nominate eligible nonprofits for Columbia Bank's Associate Driven Sponsorship program for the following year. We prioritize causes where associates are actively engaged and those that address the specific needs of the communities we serve.

Submissions are reviewed by panels of market and regional leaders and evaluated on community impact, budget and associate involvement. This program is one of the ways associates are empowered to direct meaningful support to the nonprofits doing essential work in our neighborhoods. In 2025, Columbia Bank provided 845 Associate-Driven Sponsorships to 793 organizations throughout our footprint, totaling nearly $1,606,000.

Sponsored by associates: 348 Golden Angels

One of the nearly 800 organizations supported by our Associate-Driven Sponsorship program was 348 Golden Angels in Spokane. The organization brings canine therapy to hospitals, nursing homes, fire departments and veteran facilities across the Spokane area. Columbia Bank presented a donation to 348 Golden Angels during Military Appreciation Month, with members from our Military Resource Group joining therapy dogs for the festivities.

Communities Prosper
Volunteer service

Columbia supports community engagement by giving associates 40 hours of paid time off each year to volunteer and by matching their skills with local needs. Our volunteer programs focus on financial education, technical assistance, board service and small business support, and they create measurable benefits across the communities we serve.

Highlights

38K
Total Volunteer Hours

1,999
total associates participated in volunteering

1,577
organizations supported

11,065
hours served in board and committee service

360
associates served on boards and committees

2,276
hours dedicated to financial education

Areas of service

PERSONAL FINANCIAL EDUCATION

We help individuals become more comfortable with their personal finances by teaming up with partners like Junior Achievement and Financial Beginnings.

BOARD SERVICE

We connect organizations in search of board members with Columbia Bank associates whose skills and passion align with their mission, helping to strengthen their structure and community impact.

TECHNICAL ASSISTANCE

Beyond financial knowledge, Columbia Bank associates are also professionals in fields like information technology and human resources. Our experts help with needs like mock interviews, analytics, reporting and career mentoring.

SMALL BUSINESS FINANCIAL EDUCATION

Our business banking professionals help startups by reviewing business plans, consulting on cashflow, explaining projections and providing banking guidance.

Communities Prosper
Volunteer service

Melanie Dressel Community Commitment Month

Aligned with National Volunteer Month in the U.S., our volunteer month is named to honor the legacy of Melanie Dressel, the former President and CEO of Columbia Banking System, Inc., who lived her life with community at the forefront. Each April, we honor and celebrate her passion for people through a bank-wide campaign of volunteerism and community service. In 2025, 888 associates came together across our footprint to volunteer a combined total of 5,352 hours throughout the month.

Melanie Dressel Community Commitment Month brings our associates out to volunteer in the communities where they live and work. Volunteers support food banks, youth experiencing homelessness, financial literacy initiatives and many more activities that make a difference in our communities.

Back-to-school champions

More than 20 Columbia Bank associates from the Southern Oregon South Coast region volunteered with Our Foster Kids Inc., assembling backpacks filled with school supplies to help local foster youth start the school year prepared.

Our Foster Kids Inc., based in Grants Pass, has supported foster children and any child in need across Josephine County for 12 years, focusing on building self-esteem and a sense of belonging. Their main programs include back-to-school backpacks, personalized birthday cards and gifts, and holiday Angel Trees and gift card drives, all made possible by community volunteers and partners.

Cultivating community through urban agriculture

Columbia Bank associates rolled up their sleeves to volunteer at Community Services Unlimited / EXPO Urban Mini Farm in South Los Angeles. Teams from Community Impact, Community Lending, Corporate Accounting and Retail Banking helped with planting, weeding and soil work to support the farm's mission of growing healthy, affordable food and building more sustainable, equitable neighborhoods.

Group volunteering in Colorado

Columbia Bank's teams in Colorado Springs and Denver have quickly become community leaders, donating time and energy to local food banks and helping deliver tens of thousands of pounds of food to families in need. The Colorado Springs Commercial Banking team volunteered at Care and Share Food Bank, sorting and packing hundreds of 30 pound boxes of frozen food and meat for distribution across Southern Colorado. Denver associates partnered with Food Bank of the Rockies to pack 530 boxes totaling more than 10,800 pounds, the equivalent of about 9,000 meals.

Communities Prosper
Financial health

Financial Beginnings

Since 2010, Columbia Bank has worked with Financial Beginnings to expand access to practical, life-changing financial education across Oregon, Washington and California. Financial Beginnings delivers comprehensive personal finance programs that help learners of all ages make informed money decisions.

In 2025, the Columbia Bank Community Impact Fund awarded a one-year $100,000 grant to Financial Beginnings in support of workforce development, economic security and financial empowerment. This grant helped Financial Beginnings reach more than 30,000 learners with high-quality financial education and supported volunteer recruitment and training. It also aided with data tracking to understand program impact and improve outcomes for participants.

Our combined philanthropic support to Financial Beginnings across Columbia Bank's company giving, the Community Impact Fund and Pacific Premier Bank exceeded $142,000 in grants and sponsorships, funding volunteer training, curriculum access and program delivery beyond the nonprofit's traditional footprint.

Over 1000 associates trained to volunteer with Financial Beginnings since 2010

179 associates contributed 377 hours teaching with Financial Beginnings in 2025

Financial Beginnings' curriculum and Columbia Bank's support helps individuals from low- to moderate-income households in underbanked communities build the skills and confidence to manage money, pursue education, buy homes and start businesses, laying the groundwork for generational wealth and stronger communities.

Financial Literacy Month

Columbia Bank recognizes Financial Literacy Month each April by promoting smart financial habits. Throughout the month, we share practical resources and volunteer opportunities with our associates to support financial education across the communities we serve.

$875,000 or eight percent of our charitable giving went towards financial literacy initiatives. By equipping our team to teach unbiased, accessible financial education, we expand local capacity to help people build savings, reduce debt and make informed financial choices.

Junior Achievement

Junior Achievement is the nation's largest organization dedicated to providing young people with the knowledge and skills necessary to own their economic success. For more than 25 years, Financial Pacific Leasing, a subsidiary of Columbia Banking System, Inc., has supported Junior Achievement of Washington by donating to its largest fundraising event of the year—the annual Bowling Classic. This year was no exception; leading up to the event, our associates held bake sales, raffled gift baskets, hosted associate lunches and even convinced leaders to take whipped-cream pies to the face. At the Bowling Classic, we sported 50 bowlers across nine teams, successfully raising over $24,000 in total. Financial Pacific Leasing was once again the top fundraiser at this Western Washington event. Our commitment to Junior Achievement highlights our broader dedication to expanding financial education for young people across our footprint.

Communities Prosper
Community development

We strive to be a community bank at scale. To us, this means understanding the needs of our communities, providing personalized services to our customers and meaningfully investing in the long-term vitality of the neighborhoods we serve.

$1.6 billion

in community development investments

Federal Home Loan Bank of Des Moines

Columbia Bank is a proud member of the Federal Home Loan Bank of Des Moines (FHLB), which enables us to sponsor nonprofit and government applicants seeking grant support for affordable housing and community development. Through the FHLB Des Moines Member Impact Fund, member institutions pledge funding that the FHLB matches at a three to one ratio.

Business Revitalization Fund

The Ellensburg Downtown Association in Ellensburg, Washington, together with Columbia Bank, maintains their Business Revitalization Fund to help downtown businesses undertake mid-scale improvement projects that boost the district's appeal and economic vitality.

Golfing for good with Donor Network West

Columbia Bank sponsored the Chipping Away 4 Hope Golf Tournament in Danville, California, in June, supporting Donor Network West — a leading organ and tissue procurement organization serving Northern California and Northern Nevada. The tournament drew strong volunteer participation from our Retail, Commercial and Community Lending teams and raised funds to advance DNW's mission of promoting donation and transplantation.

At the event, Columbia Bank was honored with "The Erik Award" for outstanding volunteer contribution to the tournament. We're grateful for the community's support and proud to continue partnering with Donor Network West to bring hope and lifesaving resources to families across the region.

Highlighting businesses that matter

Columbia Bank is proud to partner with the Puget Sound Business Journal on the Business Matters series, a program that shines a light on organizations making a meaningful difference in the Puget Sound region. Together, we showcase businesses whose impact goes beyond products and services, becoming trusted community partners who lead efforts to address local challenges.

Communities Prosper
Community development

Community engagement

Columbia Bank aims to help individuals and families achieve the financial lives they want. We do this by listening to community needs, mobilizing associate talent and deploying the bank's financial strength to support local solutions.

Community Benefits Agreement

Since 2023, we have proudly honored our Community Benefits Agreement (CBA) by working to provide underserved communities with benefits that align with our mission and the Community Reinvestment Act (CRA). Created in partnership with the National Community Reinvestment Coalition, the CBA earmarked $8.1 billion in investments over a five-year period to fund community development initiatives, support small businesses and increase homeownership rates in low- and moderate-income areas.

Our acquisition of Pacific Premier Bank in 2025 expanded our commitments in California, resulting in an additional $2.5 billion in CBA commitments. Those increased commitments include $630 million to small businesses and small farms, $10.6 million to former Premier Pacific Bank nonprofit partners and $525 million to support homeownership in under-resourced communities.

Community Advisory Panel

The Community Advisory Panel serves as a direct channel between Columbia Bank and local stakeholders, helping identify areas of unmet need where the bank's programs can make a difference. The panel is composed of bank and community leaders, including representatives from nonprofits and tribes throughout our footprint, and meets at least twice yearly to guide efforts to expand financially inclusive services in underserved communities.

Dodgeball for a cause

In March 2025, Columbia Bank sponsored and joined Dodge for a Cause. This annual dodgeball fundraiser supports Upower, a nonprofit that uses movement and play to address systemic barriers and empower underserved youth across King County, Washington. Columbia Bank participants formed a dodgeball squad, the Loan Rangers, who helped raise funds and awareness for Upower's trauma-informed fitness programs that build social and emotional skills and healthy habits.

Upower's work reached over 6,000 students and delivered over 600,000 minutes of fitness programming, reflecting its deep community impact. Youth from low-income families are less likely to participate in organized sports, and events like this help close the gap, which widened during the pandemic.

Communities Prosper
Community development

Community impact oversight

Community Development Committee

In 2025, Columbia Bank's Community Development Committee strengthened how our community impact teams work together across the organization. The committee's scope includes affordable housing, community lending, strategic impact, philanthropy and more. By coordinating these efforts, the committee helps ensure a unified, strategic approach to delivering on our Community Benefits Agreement.

Supplier opportunity

In 2025, we further developed our supplier program, rolling out enhanced reporting tools and dashboards to better track supplier representation and promote inclusivity in procurement.

We identify suppliers that have been designated as small businesses in the Federal government's SAM database based on their primary NAICS classification as Small. The determination of small business status aligns with guidelines established by the Small Business Administration, with variations across industries. A diverse business is an organization that is at least 51% owned and controlled by a person of a diverse category, including women, minorities, veterans, disabled individuals and LGBTQ-identifying individuals.

$28 million

Total spend with small/diverse businesses

311

Number of small/diverse business suppliers

04

Associates Thrive

At Columbia Bank, our associates are the foundation of everything we do. We value their unique perspectives and elevate their voices and talents. We are committed to creating a safe, welcoming workplace with competitive benefits, growth opportunities and performance-based rewards.

6K
Total associates at Columbia Bank

33%
associates volunteered with community organizations

24%
growth in participation in Associate Resource Groups

Associates Thrive
Culture

Do RIGHT

Our Do RIGHT cultural framework stands for Relationships, Impact, Growth, Heart and Trust. It defines how we work and lead together, guiding how we interact with customers, shareholders, communities and one another every day. This approach fosters a culture of purpose, connection and belonging for all associates. It is integrated into everything we do and ensures we continue building a strong, inclusive environment

DO RIGHT

R
Relationships
Form lasting relationships with customers and each other.

I
Impact
Make a positive impact on others.

G
Growth
Pursue growth for associates, customers and our communities.

H
Heart
Serve others with heart.

T
Trust
Build trust through credibility.

Connection

Communication

Good communication creates the foundation for our Do RIGHT culture. By sharing information openly and listening actively, we create stronger connections and foster confidence across our organization.

For example, we have routine calls that bring all associates together to hear from leaders, align on strategic goals, celebrate wins and recognize colleagues making an impact with projects and initiatives across the bank.

Associates also receive regular updates through emails from executive leadership and have opportunities to engage through in-person town halls.

Associate Engagement Survey

We send out an annual Associate Engagement Survey to all associates, administered by a third-party to maintain confidentiality. The survey gathers feedback from our associates about their work experience, including satisfaction with their roles, work environment, communication effectiveness, professional development opportunities and overall company culture.

In 2025, 79% of associates participated in our engagement survey, reflecting strong interest in and commitment to our workplace. Results indicate continued progress in overall engagement, with strengths in day-to-day manager support, trust and care across the organization. Feedback also underscored the importance of continued focus on organizational direction, leadership visibility and a work environment that supports wellbeing and sustainable performance. These insights are informing leadership actions and ongoing dialogue to strengthen our culture and employee experience.

Associates Thrive
Culture

Belonging and inclusion

Bringing broad perspectives and backgrounds into our workplace makes us a more innovative and competitive company. Staying true to our Do RIGHT values, we strive to meet the varied needs of the communities we serve. Belonging and inclusion is integrated into everything we do, ensuring our culture supports a workplace where all individuals can contribute and succeed.

Belonging Council
The Belonging Council helps create a culture of inclusivity for associates and customers. It partners with key departments across the bank and Associate Resource Groups (ARGs) to advance diverse perspectives and representation. Membership includes the Belonging Council executive sponsor, all ARG executive sponsors and co-leads, and associates representing retail and commercial banking, community impact, talent acquisition and more. Together we work to ensure fairness for all our stakeholders.

Associate Resource Groups

Introducing Ability Alliance ARG
In 2025, we re-launched our People with Disabilities ARG with a new name and mission, expanding its scope to welcome all associates who want support through life's various challenges.

Ability Alliance ARG aims to create a workplace where all individuals — regardless of ability — can thrive through education, advocacy, action and empathy, ensuring accessibility and representation for everyone. Ultimately, the goal is to elevate voices, remove barriers and build community in a way that drives lasting impact for associates, customers and communities.

Columbia Bank's ARGs offer support and connection for our associates, who can come together across a variety of shared backgrounds. They are a great place to share experiences, offer support, participate in educational activities and find resources such as volunteer opportunities. Every ARG is open to all associates, whether they identify in that group's demographic or participate as allies who learn, engage and help drive positive change. Our five ARGs are:

ARG NAME	GROWTH FROM 2024
Women's Resource Group	+19%
BIPOC Resource Group (Black, Indigenous, People of Color)	+25%
Pride Resource Group (LGBTQ+)	+19%
Military Resource Group	+25%
Ability Alliance Resource Group	+70%

Associates Thrive
Culture

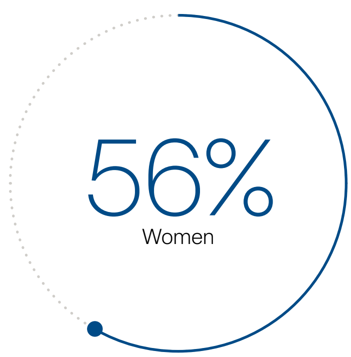
Military Challenge Coins

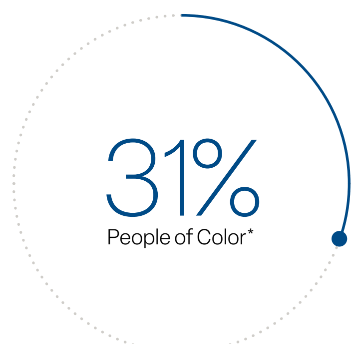
Our Military Resource Group celebrates and supports military members, veterans and their families. Every year, they unveil a new military challenge coin, which is a symbol of pride, recognition and unity. Columbia Bank's 2025 Challenge Coin design was decided through a contest among associates. Shown here, the coin is professionally manufactured and presented to associates who have a history of service. The mission of the Military Resource Group is to embrace, celebrate and promote awareness and inclusion around Columbia Bank's military members, veterans and their families.

Fostering a respectful workplace

Columbia Bank is an equal opportunity employer and aims to become an employer of choice for our associates. We stand against discrimination and harassment of any type and it is our policy to grant equal opportunity to qualified persons without regard to their membership in any protected classification such as sex, race, color, creed, national origin, religion, age, marital status, pregnancy, genetic information, protected veteran status, disability, sexual orientation, gender identity, gender expression, or any other status protected under applicable local, state or federal law. We annually utilize a third-party vendor to conduct a full pay equity analysis to monitor pay equity across the company.

ASSOCIATE DEMOGRAPHIC	WOMEN	PEOPLE OF COLOR*
Overall Workforce	56.1%	30.7%
Executives	31.3%	25.0%
Senior Leaders	30.2%	17.2%
Managers	63.5%	29.2%
Individual Contributors	55.3%	31.6%





* Includes individuals identifying as Hispanic/Latino.

Associates Thrive
Growth

Elevating the onboarding experience

Columbia Bank has enhanced our onboarding process to provide new associates with a supportive and engaging start. The updated approach emphasizes our core Do RIGHT principles and strong culture of relationship banking. As part of this, we introduced a New Hire Welcome program to create a consistent and engaging onboarding experience. This weekly course helps new associates feel connected and supported while learning about our culture, values, benefits and career growth opportunities. These improvements reflect our commitment to helping associates feel more informed, connected and prepared from day one.

21%
total turnover

Recruitment and retention

Columbia Bank's recruitment practices are designed to promote equitable access to employment, strong governance and long-term workforce sustainability. Our recruitment model is supported by standardized processes, structured interviews, unconscious bias training and technology-enabled workflows to ensure consistency, fairness and compliance. Hiring decisions are guided by clear approval frameworks, market-aligned compensation practices and role-specific sourcing strategies that emphasize internal mobility, community engagement and responsible vendor partnerships.

Through our partnership with the DirectEmployers Association, our job postings are distributed to 25 vetted disability- and veteran-focused job sites and workforce organizations nationwide. By expanding our reach, we connect directly with qualified talent to better meet the needs of our customers and represent the communities in which we live and work.

We strive to foster long-term retention with our employees through high satisfaction, self-empowerment and work/life balance. Columbia Bank prioritizes the associate experience, with leadership and Human Resources sharing accountability to offer opportunities for skill development and internal advancement. We offer a competitive starting wage of at least $18 per hour in all markets and comply with all applicable equal opportunity laws and practices.

Associates Thrive
Growth

Internships

Summer internship program
We welcome annual summer interns across our footprint, joining teams in areas such as commercial banking, wealth management, credit, operations, technology and sustainability. This 10-week program gives college students and recent graduates hands-on experience through real projects that align with their studies. It's a great way for interns to learn, grow and connect while we invest in developing future leaders.

Corporate work study
Columbia Bank continues to partner with Portland's De La Salle North Catholic High School through their Corporate Work Study program. The program helps students of all grades gain valuable job experience by spending four days a week in class and one day working for a local company throughout the school year.

This initiative allows students to balance classroom learning with real-world work opportunities, giving them a competitive edge for college applications and future careers. We welcomed six students for the 2025-2026 school year, helping young people build skills and confidence for success.

Integration and collaboration

We carefully considered the impact on all our stakeholders from our acquisition of Pacific Premier Bank. We worked closely with business leaders to design a post-merger structure that is efficient and meets the needs of all stakeholders. Effective communication guided every stage of the integration. We notified customers in advance of any location closures and ensured associates affected by restructuring had clear information and support. Notably, we prioritized customer-facing positions by avoiding any branch staff workforce reductions. Through these efforts, we were able to ensure a smooth transition while remaining committed to delivering the best outcomes for our customers, associates and communities.

Associates Thrive
Development

Career development

Columbia Bank encourages associates to set clear goals that guide their career growth and align with our company objectives. These goals are reviewed throughout the year and play an important role in annual performance evaluations. Associates also complete self-evaluations to highlight their contributions, reflect on opportunities for development and shape their own path forward. By aligning individual development goals with organizational priorities, this process supports workforce capability and long-term business success.

Leadership and recognition

Columbia Xpo

In late 2025, Columbia Bank hosted its first Columbia Xpo, bringing together more than 500 leaders at the bank to explore our strategy for the upcoming year. The event featured department-specific stations designed to provide a clear view of different areas of the bank and how they contribute to our overall goals. This collaborative forum built excitement across teams and reinforced our commitment to transparency and shared success.

The event also provided an opportunity to recognize and celebrate associates and leaders from across the organization. Awards were given to top performers across all departments and associates who exemplified our Do RIGHT values through their extraordinary leadership.

Development Circles

Our Development Circles program creates a unique and collaborative learning environment where associates from different areas of the bank can share experiences and build new skills. Facilitators lead small group sessions where they dive deep into topics such as teamwork, trust and communication. Participants benefit from hearing cross-departmental perspectives and leave with actionable skills and a new, supportive network. This program helps associates apply insights to their roles while strengthening relationships and driving innovation.

Anniversary program

Our Years of Service program celebrates the anniversary of associates joining the bank. Associates celebrating a milestone anniversary receive a gift, bank-wide recognition and a message board with appreciation from colleagues.

Associates Thrive
Development

Training and education

Columbia Bank delivers a comprehensive, enterprise-wide approach to upgrading associate skills. We invest in our associates so they can grow at every career stage. These programs strengthen workforce resilience, support internal mobility and ensure our teams remain fully compliant with evolving regulatory expectations. Together, they reinforce our commitment to developing talent, elevating service quality and sustaining long-term organizational health.

Our comprehensive training suite includes:

- **Functional and technical skills development programs**, such as our Treasury Management Support Future State Training, nCino onboarding and branch associate programs
- **Call center training** that offers a comprehensive training program focused on developing associates at all levels within the call center
- **Premier programs** that build role-specific mastery, support internal career progression and enhance performance with incentive payments tied to phase completion
- **Regulatory training** that ensures compliance with federal, state and internal policy standards. Examples include privacy, phishing, workplace violence prevention, wage and hour essentials, BSA/AML recordkeeping, FCRA and RESPA
- **Role-based and compliance training** for roles in retail, commercial, operations and customer support
- **Programs supporting employee transition**, such as our new hire learning journeys and new manager trainings
- **Ongoing career growth and mobility programs** to support employee development and mobility across the organization

Across these programs, associates receive structured learning paths, blended learning formats that include a mix of virtual and in-person workshops and simulations, on-the-job reinforcement, career progression support and guidance around compliance and regulatory readiness.

Leadership acceleration programs

Our intensive year-long leadership acceleration programs are intended for current and up-and-coming leaders who are highly successful in their current role and are looking to develop further leadership capabilities in preparation for a more broad or complex role. Each program is highly interactive and participation is granted through a nomination process.

Continuing education

Columbia Bank sponsors associates to attend Pacific Coast Banking School, a leading graduate-level program for financial services professionals. This three-year program combines intensive onsite classes with year-long assignments to strengthen leadership and management skills. Candidates are selected based on experience, performance and leadership potential, making this an excellent opportunity for career growth. Through this program, participants gain a comprehensive understanding of the banking industry, improve their leadership skills and effectiveness, and enhance their analytical, problem-solving and strategic thinking abilities. Completing the program allows associates to get started on an enhanced career path and become part of a network of current and future industry leaders. In 2025, we sponsored 10 first-year PCBS students, graduated 17 students and had 35 associates enrolled in the program.

Columbia Bank also offers a Tuition Reimbursement Program that reimburses the cost of undergraduate-level courses for our associates up to $5,000 a year. This program not only supports individual growth but also reinforces the bank's investment in developing knowledgeable, skilled talent who are better equipped to navigate role transitions and drive organizational success.

Associates Thrive
Wellness

Supporting associate wellbeing

Our associates are the pillars of our success, so we support them through a comprehensive benefits suite. Our resources are designed to promote physical, mental and financial health for associates and their families, as well as a healthy work-life balance. Health and wellbeing create a strong foundation for personal and professional growth in our associates.

For full-time and qualifying part-time associates, benefits include:

» Medical, dental and vision plans
» Health savings plans
» Paid time off for vacation, sick leave, bereavement and jury duty
» Short- and long-term disability
» Health Care and Dependent Care Flexible Spending Accounts
» Commuter or parking savings account
» Health management program
» Health advocacy
» Company-paid life insurance
» Breast-feeding/lactation facilities or benefits
» Paid parental leave and additional paid family or care leave
» Vacation purchase program
» Employee stock purchase plan
» 401(k) with company match*, 100% of full time associates eligible
» Tuition reimbursement program
» Mass transportation reimbursement program

Our Employee Assistance Program is available at no additional cost to our associates and their families. It provides access to counseling, coaching, financial guidance, legal consultations, parenting and eldercare support, and trainings that build skills and resilience. Other wellness resources include Health Advocate, which incentivizes healthy living and habits. Associates who complete a Personal Health Profile are also eligible to receive a significant wellness discount toward their medical insurance plan for the full year.

Leading up to open enrollment, our Human Resources Benefits team posts weekly education to help ensure that our associates understand and make the most of their benefits packages.

Employee Stock Purchase Plan

One of the ways we support our associates is through our Employee Stock Purchase Program (ESPP). Through the ESPP, associates may purchase company stock at a discounted price, providing financial benefit and promoting employee financial health. This is a company-run and optional program that aligns the interests of associates with the company's success, potentially providing financial benefits through stock appreciation and dividends.

Family Fair Days

Each summer, we celebrate our associates' hard work through Family Fair Days. Associates and their families get free admission to the Oregon State Fair, the Washington State Fair and the Spokane County Interstate Fair. Attendees can win ride tickets, food, free parking and concert tickets. In addition to recognizing and thanking our associates and their families, these Family Fair Days serve to bring us together and strengthen regional traditions.

* Defined Contribution Plan ER contribution is 50% up to 8%, a match of 4%.

Associates Thrive
Wellness

Workplace Safety

We take the health and safety of our associates very seriously. Our Safety Management Program aligns with requirements from federal and state OSHA, state Labor & Industries, Centers for Disease Control and Prevention and other public health officials.

Our safety program relies on understanding potential hazards and vulnerabilities so we can respond effectively and efficiently to any safety risks. The program provides proper leadership and staff training, identifies and mitigates safety risk to business operations and ensures a safe environment for associates and customers.

Our policies and programs include associate and leadership training, a network of safety representatives, a risk rating for each site, regular health and safety risk assessments, and procedures for responding to physical threats and related workplace risks. Columbia Bank experienced zero work-related fatalities and zero severe injuries as defined by OSHA across our footprint in 2025.

Both leadership and associates are engaged throughout our safety program through defined oversight structures, regular training, ongoing comunication and shared accountability for occupational health and safety.

SAFETY COUNCIL

- Meets quarterly to set safety objectives, review incidents and make recommendations to the Safety Program and leadership.
- Maintains an elected chairperson, documents attendance and keeps meeting minutes.
- Fosters a cooperative spirit among all associates to maintain a safe and healthy workplace
- Includes regional members, members from High Impact Sites (locations with 25+ associates) and cross-functional representation from Business Resilience, Human Resources, Retail, Physical Security and Facilities.

SAFETY OFFICER

- Manages occupational health and safety program, understanding potential hazards and vulnerabilities and working with departments across the bank to develop measures to address those risks.
- Performs health and safety risk assessments at every branch and key facility on a two-year basis.
- Trains associate safety representatives and oversees safety training for all managers and associates.

ASSOCIATE SAFETY REPRESENTATIVES

- Perform quarterly health and safety risk assessments at their branch or facility.
- Serve as a liaison between their location and Safety leadership.
- Organize materials and recruit Area Floor Wardens for the building's emergency action plan, guiding associates in the case of an evacuation.

LEADERSHIP

- Leads by example and are responsible for the safety of their associates.
- Monitors the workplace for unsafe conditions and unsafe behavior, taking prompt action to eliminate any hazards.
- Participates in decision-making at a high level and supports a culture of safety at Columbia Bank

ASSOCIATES

- Receive annual safety training, evacuation training, new hire training and building safety orientation.
- Are encouraged to report any safety hazards they observe through our intranet.

05

Our Footprint

We understand that our actions impact our communities and customers. We are committed to operating in ways that reduce our environmental footprint while supporting long-term success.

22K

Total GHG emissions in 2025 (MT CO_2e)

ecochallenge dot org

Top Organization in The People's Ecochallenge

Energy Trust of Oregon

Participant in Energy Trust of Oregon's **Strategic Energy Management** program

Our Footprint
Environmental stewardship

Columbia Bank is committed to building economic vitality while protecting the environment we all share. We recognize that our actions affect our communities and we encourage customers and associates to join us in reducing environmental impact.

With oversight from our Board of Directors and Executive Team, we integrate environmental considerations into our operations and risk management processes. Through our Enterprise Risk Management program, we identify and address environmental and social risks across our business, ensuring responsible practices that support long-term sustainability.

For our full Environmental Commitment Statement, visit Our Impact.

The People's Ecochallenge

Through the People's Ecochallenge, our associates learn about environmental stewardship and practice sustainable living. Hosted by the Oregon-headquartered Ecochallenge.org, Columbia Bank has participated annually for many years. The challenge helps people connect the dots between individual action and collective impact to create global change on a human scale. We were the top organization in 2025, with 89 of our associates joining people from across the world in the month-long competition to build more sustainable habits.

By implementing a few simple changes, participating Columbia Bank associates saved 2,983 pounds of CO_2, reduced screen time by 5,042 minutes, prevented 611 pieces of plastic tableware from reaching landfills and saved 2,854 gallons of water.

ecochallenge
dot org

Expanding access to solar energy

Columbia Bank was proud to donate to and volunteer alongside GRID Alternatives to help install a solar system for a local family, delivering lasting environmental and economic benefits. The system is expected to save the family approximately $20,890 over its lifetime while preventing an estimated 86.28 tons of greenhouse gas emissions, equivalent to planting more than 2,000 trees. Our team, from first-time volunteers to returning participants, made a meaningful impact through hands-on service in support of a more accessible renewable energy future.

Our Footprint
Measuring our impact

To become better stewards of our environment, we work to manage our greenhouse gas (GHG) emissions, limiting our waste, water and electricity across our footprint. Our GHG emissions are broken up by Scope 1, 2 and 3 which are a mix of direct and indirect activities.

Classification of emissions by the Greenhouse Gas Protocol

Scope 3: Upstream

1. Purchased goods and services
2. Capital goods
3. Fuel-and-energy-related activities
4. Upstream transportation and distribution
5. Waste generated in operations
6. Business travel
7. Employee commuting
8. Upstream leased assets

Scope 1: Direct

Company-owned facilities and transportation

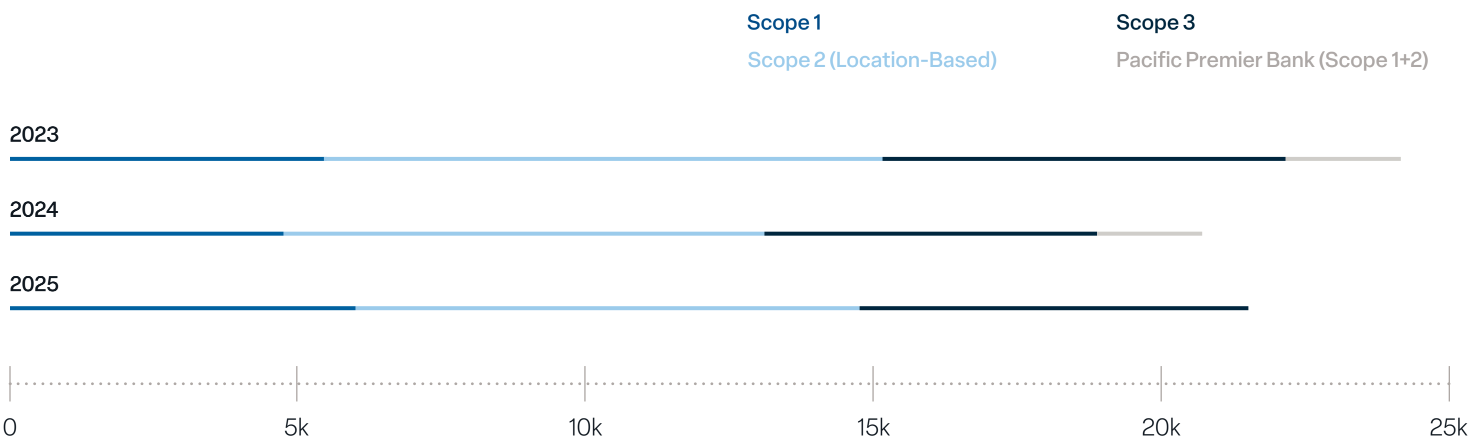
Scope 2: Indirect

Purchased electricity, steam, heating and cooling for own use

Scope 3: Downstream

9. Downstream transportation and distribution
10. Processing of sold products
11. Use of sold products
12. End-of-life treatment of sold products
13. Downstream leased assets
14. Franchises
15. Investments

Our Footprint
Measuring our impact



2025 Analysis

We take our responsibility seriously to limit any negative impacts our operations have on the environment. As part of this effort, we measure and disclose our GHG footprint each year. By precisely calculating and managing our emissions, we can better understand our carbon footprint and mindfully manage our environmental impact.

Our Scope 1 and 2 emissions increased 12% from 2024 to 2025 due to our merger with Pacific Premier Bank. While we previously measured progress against a 2019 baseline, this change in our footprint prompts us to work towards establishing a new baseline. Calculating our combined emissions allows us to better understand our impact and helps inform how we manage our operations.

In 2025, we continued our enrollment in the Strategic Energy Management program through the Energy Trust of Oregon, which helps Oregon businesses manage and reduce their energy usage. The Columbia Bank sites enrolled in the program reduced their emissions by 34.6 metric tons CO2e.

GHG emissions, by the numbers

	2023	2024	2025
Total GHG emissions (MT CO_2e)	22,365	19,125	21,778
Scope 1	5,573	4,978	6,168
Scope 2 (Location-based)	9,712	8,372	8,821
Scope 3*	7,080*	5,775*	6,789*
Emissions intensity (Scope 1 & 2, MT CO_2e/1,000 cal. norm. sq. ft.)	5.77	4.93	5.30
Energy intensity (Scope 1 & 2, MWh/1,000 cal. norm. sq. ft.)	22.65	19.82	20.85

*Scope 3 emissions include partial categories 3, 4, 5 and 6. In 2025, scope 3 category 5 emissions were expanded to include municipal solid waste.

Our Footprint
Measuring our impact

A note on our methodology

To complete our 2025 GHG inventory, we engaged a third-party firm to calculate emissions using best practices as outlined in the GHG Protocol's Corporate Accounting and Reporting Standard. The inventories use emission factors from the USEPA eGRID, The Climate Registry, DESNZ, IEA, EPA Center for Corporate Climate Leadership and EcoInvent. The calculations include CO2, CH4, N2O and HFC gases. To consolidate our GHG emissions, we utilize the operational control approach: Our Scope 1 and 2 emissions include any asset or facility in which the company has an operating interest, whether leased or owned. For Scope 3 emissions, we currently include partial calculations of Category 3: Fuel- and Energy-related Activities; Category 4: Upstream Transportation and Distribution; Category 5: Waste Generated in Operations; and Category 6: Business Travel.

We remain committed to collecting and using actual data where possible when calculating our GHG emissions and are continuously improving data quality. Columbia Bank's inventory employed actual use data for 66% of the calculation, relying on modeled data for the remaining 34%. We use modeled data where needed to ensure we report on 100% of our owned and leased sites and produce a complete and comprehensive inventory.

Travel

Our travel policies and standards define a consistent, company-wide process supported by a centralized booking system. This system gives visibility into all employee business travel, along with robust reporting capabilities. With this insight, we can effectively monitor travel activity and identify opportunities to lower associated costs. Additionally, the platform provides CO2 emissions data at booking, giving travelers the option to choose more environmentally sustainable alternatives.

To encourage the use of mass transit to or from work, Columbia Bank helps to offset costs. In 2025, 168 associates used our public transit reimbursement program for regular commutes, totaling over $100,000 in reimbursements.

Purchased supplies

Across our business, we aim to buy less and recycle more. While regulations require some physical mailings, we work to curb our paper needs by digitizing our processes and procedures. Additionally, we shred and recycle all paper, reducing the amount of waste going to landfills.

Our digital and online banking experiences cut down on paper usage and reduce our reliance on paper-intensive processes. In 2025, 48% of our customers use paperless statements and 50% are enrolled in online banking.

Other efforts to control waste include prioritizing renewable materials for office supplies, print products and packaging. In 2025, 7% of our office supply spend and 126,900 lbs, or 22%, of print product weight were renewable materials.

565,900

lbs of paper purchased

Our Footprint
Measuring our impact

Energy

ELECTRICITY USE (KWH, IN MILLIONS)

2024	31.0
2025	32.6

NATURAL GAS, PROPANE AND FUEL OIL USE (THERMS)

2024	676,251
2025	699,419

Waste

Paper shredding

As part of our information security practices, we place all paper waste in secured bins for shredding through third-party vendors. Shredded paper is then transported to a paper mill for recycling and all confidential documents are destroyed with a certificate of destruction issued.

1,809,600

lbs of paper shredded and recycled, equivalent to 14,628 trees saved.

Electronic waste

We aim to dispose of retired equipment in an environmentally thoughtful manner, including reuse and reclamation of precious metals. Our procedures call for recycling electronic waste, e-waste, with an approved third-party vendor whenever possible. We leverage a certified e-waste partner and all e-waste is inventoried and processed out of our Columbia Technology and Service Center facility.

In 2025, we recycled 6,781 electronic assets for a total weight of 34,302 lbs, including computers, network equipment, monitors, keyboards, mice, hard drives, servers, printers and more.

Water

104,000

kilogallons of water consumed across our footprint

We aim to use less water wherever we can, including using native landscaping and efficient irrigation.

Our Footprint
Climate risk

Climate risk management

Columbia Bank takes a proactive approach to climate risk by monitoring trends, regulations and market signals to adapt our strategy as needed. Our Board of Directors and Executive Team work together to evaluate and manage climate-related risks across the business, ensuring resilience and alignment with stakeholder expectations. This approach addresses potential disruptions through targeted, risk-informed actions that support long-term stability.

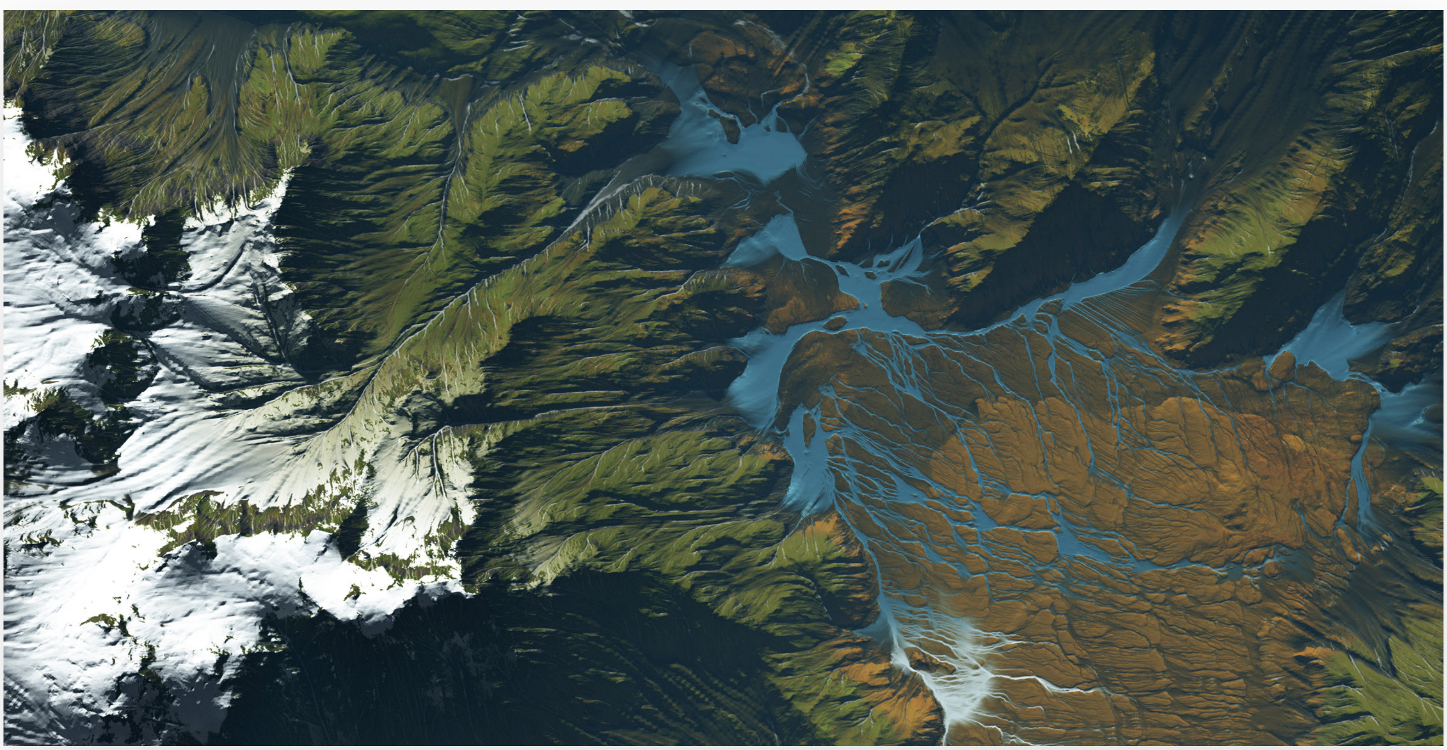
Regulatory and market considerations

Changing regulations and evolving consumer preferences create both challenges and opportunities for financial institutions. Legislative shifts and public policy changes can impact client businesses and credit risk, while stakeholder expectations influence how we respond to climate concerns. We remain committed to transparency and continuous improvement.

Risk integration and mitigation

Climate risk is treated as a systemic risk within our enterprise risk management framework, embedded across all areas of decision-making. We address physical risks like wildfires through business resiliency programs and disaster preparedness, while transition risks are managed through policy monitoring and credit guidelines. By diversifying our geographic footprint and refining lending practices, we aim to safeguard our portfolio and support the communities we serve.

Refer to our TCFD index for more information on how we manage climate-related financial risks and opportunities.



06

Shareholders Invest

Columbia Bank is committed to earning shareholder trust while delivering strong returns as we serve customers and communities. Our approach centers on making informed decisions and managing capital responsibly to support sustainable growth. By following sound policies and focusing on profitability, we strive to create long-term value for all stakeholders.

125
investment firms engaged

75%
outreach to shareholders by ownership

Shareholders Invest
Board of Directors

Columbia Banking System, Inc.'s business and affairs are overseen by our Board of Directors, whose main responsibility is to use its expertise and business judgment to serve the interests of the company and its shareholders.

In 2025, our Board of Directors updated their leadership structure to meet the evolving needs of the company and stakeholders. By maintaining independence and flexibility, we uphold high standards of governance and accountability while supporting long-term success.

Board composition

As of May 14, 2026, the Board of Directors of Columbia Banking System, Inc., consisted of 12 members who meet at least quarterly. The board includes people from varied backgrounds with a broad range of skills, experience, contacts and industry knowledge relevant to the company's business. A majority of the directors, 10 of 12, are independent.

Additionally, a majority of directors:

- Are neither officers nor employees of the company nor its subsidiaries (and have not been within the previous three years).
- Do not have a relationship which, in the opinion of the board, would interfere with the exercise of independent judgment in carrying out their director responsibilities.
- Are otherwise "Independent Directors" under the rules of the Nasdaq Stock Market.

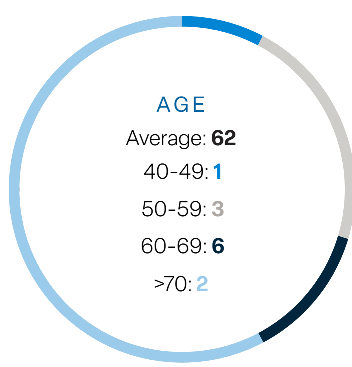
For details regarding director nomination, performance and qualifications, refer to our latest Proxy report.

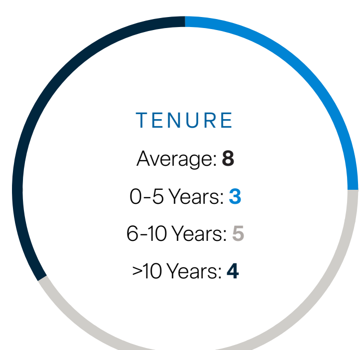
GENDER

Women	3
Men	9

RACE/ETHNICITY

White	9
People of Color	3





Shareholders Invest
Board of Directors

Committees

Audit Committee
The Audit Committee is responsible for the oversight of the quality and integrity of Columbia Banking System, Inc.'s financial statements, its compliance with legal and regulatory requirements, the performance of its internal audit function, the qualifications, independence and performance of its independent auditors and other significant financial matters.

Compensation Committee
The Compensation Committee is responsible for reviewing the performance of our Chief Executive Officer and other key executives and evaluating the elements of their compensation and long-term equity-based incentives.

Enterprise Risk Management Committee
The ERMC oversees our policies, procedures and practices related to liquidity, market, compliance, credit, strategic, reputational and operational risk positions as they impact the strategic plan. The committee is responsible for reporting risk issues and events to the board and providing the board with necessary oversight and advice to set risk tolerances.

Nominating and Governance Committee
The NGC oversees the company's corporate governance principles and practices. It is also responsible for evaluating overall board composition, assessing the skills, backgrounds and experience that are represented on the board and making recommendations for the board nominees accordingly.

Technology Committee
The Technology Committee is responsible for the oversight of the overall role of technology in executing the company's business strategy. This includes review of significant initiatives and metrics in support of advancing our technology strategic plan and innovation strategy, as well as oversight of new and emerging technology issues, trends, opportunities and threats that may

Evaluating board performance

The Nominating and Governance Committee provides an annual recommendation on the process to evaluate the performance of the Board of Directors. The NGC periodically considers the mix of skills and experience that directors bring, to assess whether the board has the necessary tools to perform its oversight function effectively. Each committee conducts an annual self-evaluation and reports the results to the board.

Shareholders Invest
Shareholder engagement

Shareholder rights

Columbia Banking System, Inc. values the perspectives of our shareholders and strives to make decisions that reflect their interests. Our Board of Directors and Executive Team work together to ensure choices are thoughtful, balanced and aligned with the long-term success of the company. By maintaining open communication and transparency, we aim to build trust and deliver sustainable results.

- **One Share, One Vote:** Every share gives its holder one vote, ensuring equal representation in decision-making.
- **Right to Call Special Meetings:** Shareholders holding at least 10% of voting shares may request a special meeting when needed.
- **Right to Act by Written Consent:** Shareholders can act by unanimous written consent, allowing flexibility in governance.
- **Vote Standard for Amending Articles of Incorporation:** Routine updates require majority approval, and changes to Article 9 require a higher 66⅔% shareholder vote, supporting strong governance.

These rights reflect our commitment to strong governance and shareholder participation in shaping the future of Columbia Banking System, Inc.

Shareholder feedback

We value the insight and views of our shareholders and welcome feedback from them regarding a variety of topics, including corporate strategy, financial and operating performance, risk management, corporate governance and executive compensation. We regularly engage with shareholders throughout the year, including by attending investor conferences, roadshows and tours hosted by research firms and others. In addition, management, which includes the Investor Relations department, routinely reaches out to current and prospective institutional shareholders to discuss topics of interest.

By regularly engaging with our shareholders, we provide perspective on our business practices and policies. Seeking input from shareholders also helps to ensure we are addressing their questions and concerns. Feedback received from shareholder engagement is shared with executive management and the board, as appropriate. This feedback is taken into consideration when planning future company policies, practices and disclosures in public filings. Moreover, executive management and the board endeavor to listen, consider and respond to shareholders in shaping the goals and objectives of the company.

Shareholders Invest
Risk management

Three lines model

Led by executive management and the board, Columbia Bank follows a "three lines" risk management model that addresses everything from stress testing and data security to consumer privacy and disaster response. The "three lines" model emphasizes three layers of defense to ensure we integrate risk management across the business, with different groups having distinct but complementary roles:

We maintain a Corporate Risk Management Policy, updated at minimum every two years under the direction of the Chief Risk Officer. Key highlights of the policy include:

» The board defines its appetite for risk via a formal Risk Appetite Statement, against which the company continually measures its risk profile.
» Risk information is integrated into decision-making at every level to help set priorities and allocate resources.
» Following laws and regulations is an integral component of our risk management practice.
» Major risk decisions are documented, reported and escalated throughout the organization in accordance with a formal risk governance framework.

First line
This is the business line, from associates to top levels of management. Business units directly own, measure and manage risks and control processes.

Second line
This includes dedicated risk management, legal and compliance functions that provide complementary expertise, monitoring, oversight and support.

Third line
This includes internal and external audit functions, which help assess the effectiveness of governance and risk management practices.

Climate-related stress testing

Columbia Bank maintains a robust risk management program with models and inventories including business impact analyses, risk assessments, planning and stress testing. We evaluate how major shifts in market conditions, credit environment, liquidity demands or environmental changes could affect income, capital and liquidity.

Our ongoing stress test scenarios include climate-related risk factors. We have also conducted specific climate-related stress tests with physical and transition risk scenarios on key portfolios, using industry frameworks to guide analysis. The board receives reports on results and reviews performance against policy limits to support strong oversight and resilience.

Types of risk to Columbia Bank

Physical risk
Our footprint is directly impacted by natural disasters such as wildfires, drought, floods and storms. Property and infrastructure damage could be costly and adversely impact operations for both the bank and our customers, leading to lost revenue and potential credit losses.

Transition risk
We continue to monitor emerging climate change policy and regulation at the federal, state and local levels as well as changes in public opinion, stakeholder expectations and market demands on the planning and

Shareholders Invest
Risk management

Risk governance

Columbia Bank's board and executive management work collaboratively to achieve company goals and effectively manage associated risks. The board and its committees actively oversee company-wide risk management. In particular, the Enterprise Risk Management Committee, ERMC, provides governance of our overarching risk objectives through risk policy, risk limits and the Risk Appetite Statement.

The ERMC approves a risk framework, which is monitored by the Corporate Risk Committee (CRC) comprised of select executives and led by the Chief Risk Officer. Executive management and the Chief Risk Officer, supported by the CRC, are responsible for overall risk management. We continuously seek to enhance our risk management processes while ensuring all critical concerns are communicated and escalated.

Business continuity and disaster management

Columbia Bank prioritizes the safety of associates and customers during unexpected events. We maintain a rigorous Business Continuity Management program to provide for the wellbeing and safety of employees, protect company assets and ensure critical functions and services are maintained in the event of a disruption. It is the policy Columbia Bank to develop, maintain and exercise a program that is consistent with the company's strategic objectives, operational priorities, client services, risk appetite and regulatory requirements.

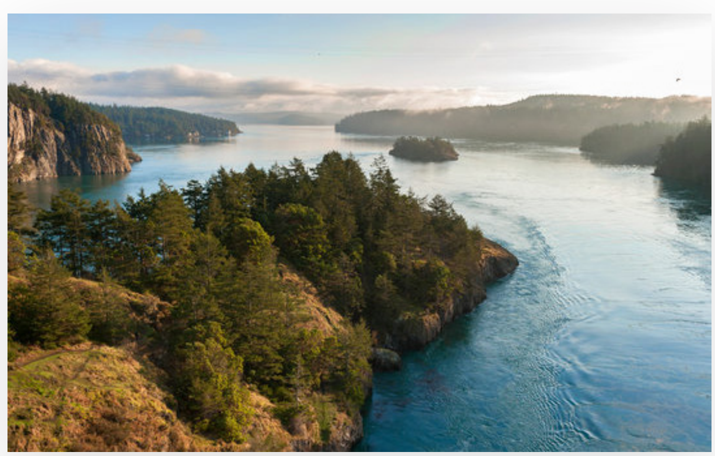
Our Business Continuity Management program includes detailed plans, annual testing and training to prepare for emergencies ranging from minor disruptions to major disasters. We regularly conduct scenario-based exercises, communication tests and safety drills to strengthen readiness. Associates receive updated training through our learning platform, and critical business processes undergo rigorous testing to confirm recovery strategies.

Collaboration between the Business Resilience team and leaders across the bank in 2025 contributed to the successful completion of a comprehensive business impact analysis, a refresh of all continuity plans and testing of all critical processes. Additionally, the team implemented the evacuation program for all high-impact sites and enhanced individual preparedness through quarterly safety training for all associates and a year-round safety awareness campaign.

By maintaining robust contingency plans and a culture of preparedness, we support associate wellbeing and ensure reliable service for our customers under any circumstances.

Anti-money laundering

The Bank Secrecy Act (BSA) requires all financial institutions to establish a risk-based system of internal controls reasonably designed to prevent money laundering and the financing of terrorism. Columbia Bank follows a board-approved BSA policy by running transaction monitoring, fraud prevention and customer due diligence systems. Our experienced staff of trained investigators and analysts review customer and transactional activity daily, monitoring and screening transactions for anomalies and unusual activities.



Shareholders Invest

Cybersecurity and information security

Columbia Bank's Information Security Program includes processes to discover, analyze and understand cyber threats, with the capability to share information internally and with appropriate third parties. We continually invest in new resources to strengthen our cyber defenses and drive down emerging risks, such as platforms for Browser Security and Extended Detection and Response in 2025.

For more information on how we identify and address data security risks, refer to the Cybersecurity section of our latest 10-K Report.

CYBERSECURITY DEFENSE

Governance

The ERMC oversees the Information Security Program, Information Risk Management Program and related cybersecurity and incident response initiatives. The Audit Committee oversees disclosure controls and procedures related to cybersecurity.

Technology

Our defense strategy includes preventive, detective and corrective controls. We integrate new technologies and changes carefully to address security considerations. We also review security controls on an ongoing basis and conduct independent penetration testing.

People

We require associates to complete information security training annually. We tailor the training to meet the needs and challenges of various roles across the company. In 2025, nearly 100% of associates participated in training on data privacy and security. We also conduct an information security risk assessment to identify and plan for emerging risks, technologies and vulnerabilities. Our Incident Response and Crisis Management team is ready to resolve any data issue swiftly.

Shareholders Invest

Cybersecurity and information security

Information security

Our approach to information security follows the "three lines" model for risk management and combines two key elements: technology and people. Our Information Security Policy, reviewed annually by the Enterprise Risk Management Committee (ERMC) establishes that all associates are responsible for the security of confidential company information. Business units are responsible for managing information security controls and acceptable use practices appropriately and seeking additional insight when needed. The policy also provides guidance for management of external connections and third-party relationships with access to our technology assets and information.

Our Privacy Policy is publicly available and embedded throughout our enterprise risk management framework. It is periodically reviewed by internal audit and covers both our operations and our suppliers. Our Information Risk and Privacy Director is responsible for overseeing privacy at the bank, including the Privacy Policy. The bank does not share or sell information as defined by the California Consumer Privacy Act.

For more information on our data privacy, please visit the Customers Grow chapter or read our Privacy Policy.

Data privacy and security

Columbia Bank is committed to protecting customer information and ensuring individuals have control over their data. We follow key principles of data privacy, including restricting access to authorized personnel, maintaining accuracy and completeness, and ensuring data is available when needed. Our Consumer Digital Product Team works closely with cybersecurity experts to strengthen security features like multi-factor authentication for online banking, helping protect customers from account takeover and fraud.

For more information, visit the Customers Grow chapter.

Best practices for data protection

We encourage strong security habits such as using complex passwords, enabling multi-factor authentication and being cautious with emails. Associates also secure workstations, minimize unnecessary data collection and verify identities before sharing sensitive information. Security incidents are reported promptly to maintain trust and protect data.

Phishing awareness and reporting

Phishing emails remain a major threat, and reporting them quickly helps prevent harm. Associates can report suspected phishing attempts with one click, allowing our security team to respond swiftly, protect sensitive data and improve defenses. Each report provides insights into evolving tactics, helping us train associates and strengthen security. By staying vigilant and reporting suspicious emails, we create a safer environment for customers and associates alike.

Shareholders Invest

Responsibly utilizing artificial intelligence

AI governance

Columbia Bank established the Responsible AI Working Group to ensure artificial intelligence (AI) is developed and used safely, ethically and effectively. This cross-functional team includes leaders from technology, risk, compliance, legal and cybersecurity, working together to create strong governance for AI adoption.

The group has introduced frameworks, standards and best practices to guide how AI tools are procured, assessed and deployed. These guardrails help minimize risk while maximizing benefits for customers and associates. We have an internal AI Policy which reinforces our commitment to responsible innovation.

Centralized AI management

We have implemented the ServiceNow AI Control Tower to centralize our management of AI assets. This platform gives us clear visibility into our AI systems, models and prompts, supporting strong governance and thoughtful oversight throughout their lifecycle.

This implementation aligns with leading industry frameworks, including the National Institute of Standards and Technology (NIST) AI Risk Management Framework, and it strengthens our commitment to responsible AI practices, regulatory compliance and operational resilience.

1. **Centralized AI governance**: Unified oversight of all AI assets across the enterprise
2. **Regulatory alignment**: Structured compliance with NIST and other emerging global AI regulations
3. **Risk management and control**: Proactive identification, assessment and mitigation of AI-related risks
4. **Model lifecycle management**: End-to-end tracking from development to deployment and retirement
5. **Transparency and auditability**: Clear documentation of AI decisions, prompts and model usage
6. **Operational efficiency**: Streamlined workflows and automation for approvals, monitoring and reporting
7. **Enhanced accountability**: Defined ownership and traceability for every AI asset. This initiative strengthens the bank's ability to deploy AI responsibly, securely and at scale while maintaining trust with regulators, customers and other stakeholders

Shareholders Invest
Ethical policies and practices

Columbia Bank's success depends wholly on our reputation for honesty, integrity and security. We hold ourselves to the highest ethical standards per our internal policies and all relevant laws.

Fair and responsible banking

Consumer protection

Bank policy prohibits discrimination against any person in the provision of financial services on a prohibited basis, as defined by both the Equal Credit Opportunity Act and the Fair Housing Act and applies to all phases of product and service life cycles. Additionally, the bank prohibits discrimination on the basis of military or veteran status. The bank's Fair and Responsible Banking Policy and the Mortgage Manual (CP010 Fair Lending) describe practices prohibited at the bank that mitigate fair lending risk including level of service, discouragement, varying terms or conditions on prohibited basis, requiring spousal co-applicants, varying levels of service on a prohibited basis, steering, redlining, reverse redlining and incentive structures that directly or indirectly incentivize outcomes that harm customers.

Compliance oversight

The bank maintains a robust Compliance Management System that engages directly with the Home Lending Division to review new or changing products and services, provide ad hoc compliance advice and review marketing strategies, advertising plans or producer incentive plans. Using demographic data collected pursuant to the Home Mortgage Disclosure Act, Compliance performs underwriting and pricing comparative file reviews to test for any evidence of disparate treatment or impact on a prohibited basis in consumer loan application decisioning and pricing. Compliance also performs a redlining analysis on Home Mortgage Disclosure Act and Community Reinvestment Act (CRA) data annually to ensure the bank is lending fairly throughout its footprint.

Shareholders Invest
Ethical policies and practices

Business ethics and reporting

Associates across the company must follow our Business Ethics and Conduct Statements and our Insider Trading Policy, which guide responsible behavior in all roles. Senior officers also adhere to the Code of Ethics for Senior Financial Officers. These policies are available publicly on Columbia Banking System, Inc.'s website.

Columbia Bank had zero legal actions regarding anti-competitive behavior or violations of antitrust and monopoly laws in 2025.

Policies

Our conflicts of interest policies require all associates to hold themselves to the highest standards of lawful and ethical behavior, to report known violations and to seek management's advice when they are uncertain. Internal policies cover:

- Anti-Harassment, anti-discrimination and anti-retaliation
- Personal, customer and vendor relationships
- Outside business activities, political activities and gifts
- Associate banking
- Equal employment opportunity
- Third-party oversight
- Solicitation

We require all new associates to review and certify their understanding of these codes and policies, and all associates must reaffirm their understanding annually.

Whistleblower protection

Our Business Ethics Reporting Policy provides the framework for confidential treatment and restricted access to any complaints reported relating to accounting, auditing, internal controls, fraud and alleged criminal violations.

We are committed to promoting a safe and respectful work environment. Any associate may use our anonymous reporting system, EthicsPoint®, to express concerns about unethical or unlawful behavior and organizational integrity without fear of retaliation. Additionally, associates may raise concerns directly with their managers or with an HR representative.

All investigations are conducted in a confidential manner to the extent possible, so that information will be disclosed only as needed to facilitate review of the investigation or otherwise as required by law.

Human rights

Columbia Bank is committed to upholding fundamental principles of human rights and ensuring every individual is treated with dignity and respect. We strive to maintain a fair and ethical workplace across all our operations and communities, guided by the United Nations Universal Declaration of Human Rights.

Our policies prohibit discrimination and harassment of any kind and require associates to complete annual training to affirm compliance with these standards. We also expect our business partners to operate free from human rights abuses such as forced labor, human trafficking or child labor. By promoting these values, we aim to create a safe, inclusive and responsible environment for all.

For our full Human Rights Statement, visit Our Impact.

Responsible marketing

Columbia Bank is committed to ethical and compliant sales practices that follow all laws, regulations and our own values. Consumer protection is a shared responsibility across the organization, and we provide regular training to associates on proper sales techniques, incentive expectations and how to avoid risky behaviors.

Our Compliance team closely monitors sales practices and reports trends to the board to ensure transparency and accountability. These efforts help us maintain trust and deliver fair, responsible service to every customer.

Political contributions

In 2025, our political contributions totaled just under $49,000. Columbia Bank is committed to transparency and compliance in all political activities. We do not contribute directly to individual federal candidates and prohibit associates from using company resources for personal political activities. Associates are encouraged to participate in the political process on their own time and with their own resources.

Our contributions were in the form of membership organization annual dues, to support banker and trade organizations that advocate for policies benefiting the financial services industry and the businesses and communities we serve. These contributions comply with all federal, state and local regulations and are disclosed on our website for transparency.

Oversight of political contributions and expenditures is managed by our Director of Government Relations to ensure alignment with our corporate values and long-term interests.

For our full Political Activity Statement, visit Our Impact.

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About This Report

This report covers the sustainability and strategic impact strategy, activities, progress and performance of Columbia Banking System, Inc., its wholly owned subsidiary, Columbia Bank, and its subsidiary, Financial Pacific Leasing, for the period of January 1, 2025 to December 31, 2025, unless otherwise noted.

Corporate Citizenship Reports are published annually. For more information on our sustainability practices, refer to our website or our latest 10-K report. We welcome comments and questions.

Please contact us at **Responsibility@ColumbiaBank.com**

This report was published in August 2026.

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Appendices

Standards and frameworks

We disclose the environmental, social and governance, ESG, metrics aligned to the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) industry standards for Commercial Banks, Consumer Finance, Mortgage Finance and Asset Management & Custody Activities. This report also references the Global Reporting Initiative (GRI) standards.

We intend to operate in alignment with relevant climate disclosure regulations.

Other resources

SEC filings
Governance documents
Our Impact, including our Commitment Statements

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TCFD Index

Task Force on Climate-Related Disclosures

This statement is provided in connection with California's Climate-Related Financial Risk Act (SB 261), Section 38533 of Part 2 of Division 25.5 of the California Health & Safety Code ("CRFRA").

As of June 2023, the International Sustainability Standards Board, ISSB, issued IFRS S2 Climate-Related Disclosures, which integrates and builds on the recommendations of the TCFD. As California regulations reference TCFD, we have chosen to continue to report using TCFD recommendations until further guidance is issued.

Category	Response
Governance	**Overview** Columbia's approach to climate risk is rooted in observation and adaptability. We continuously monitor emerging climate trends, regulatory shifts and market signals, evolving our strategy as needed to meet the needs of our stakeholders and minimize business impact. Potential disruptions are addressed through a targeted, risk-informed approach and on a case-by-case basis. Columbia's Board of Directors and Executive Team work together to achieve company goals and identify the best ways to manage related risks. With support from our executive leadership, we evaluate and manage climate-related risks across our business. **Governance Oversight / Structure** Columbia Bank's business and affairs, including our sustainability program, is overseen by the Board of Directors. The board's main responsibility is to utilize their expertise and business judgment to serve the interests of the company and its stakeholders. The sustainability program is led by our Director of Strategic Impact who gives quarterly updates to the Corporate Risk Committee, which reports to the board's Enterprise Risk Management Committee. Our Chief Risk Officer is responsible for overall climate risk on behalf of Columbia Bank, with support from our sustainability, risk management, credit and finance teams. The Nominating and Governance Committee is responsible for oversight of corporate responsibility initiatives and receives periodic updates from the Director of Strategic Impact. Please refer to our latest Proxy for more details on our board-level committees, including current director assignments. The bank monitors external ESG ratings, such as ISS, alongside our internal metrics as key risk indicators. These scores are included in our strategic scorecard, which is reviewed quarterly by the Corporate Risk Committee. Additionally, in support of our work to oversee risks to the company, we established an Integrated Risk Management Sub-Committee in 2025 that reports to the Corporate Risk Committee. Climate-related considerations are presented to the Integrated Risk Management Sub-Committee on a regular basis. This process provides executive oversight and reinforces the integration of climate considerations into our broader risk governance framework. The executive leadership team also approves the priorities identified in our materiality assessment and the disclosures in this report. These discussions include two-way communication where directors can ask questions and learn more about emerging sustainability risks and opportunities.
Strategy	**Regulatory Environment and Market Response** Concerns over short-, medium- and long-term climate impacts have led to constantly changing regulatory requirements at the state and federal government level. These changes may affect whether and on what terms and conditions we will engage in certain activities or offer certain products or services. Any such new or heightened requirements could result in increased regulatory, compliance or other costs or higher capital requirements. For example, our approach is guided, in part, by The Climate Corporate Data Accountability Act (CA SB 253) and The Climate-Related Financial Risk Act (CA SB 261). In connection with the transition to a less carbon-dependent economy, legislative or public policy changes and changes in consumer sentiment could negatively impact the businesses and financial condition of our clients, which may decrease revenues from those clients and increase the credit risk associated with loans and other credit exposures to those clients. *Continued on next page*

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Category	Response
Strategy (cont'd)	Some consumers and businesses are changing their behavior and business preferences as a result of climate concerns. As such, our business, reputation and ability to attract and retain employees could be harmed if our response to climate change is perceived to be ineffective or insufficient. In addition, due to divergent stakeholder views regarding climate change, we are at increased risk that any actual or perceived action, or lack thereof, by us in connection with the transition to a less carbon-dependent economy could be perceived negatively by some stakeholders and adversely affect our business and reputation. A major climate-related catastrophe, such as wildfire, flood, drought or storm, could result in a prolonged interruption of our business. This disruption of our operations or the operations of our customers could have a material adverse effect on our financial condition, results of operations and cash flows. **Climate-Related Opportunities** One climate-related opportunity we have identified is the ability to maintain a higher level of awareness, preparation and responsiveness than our peers. By actively monitoring climate trends and incorporating climate intelligence into decision-making, we aim to strengthen our competitive position in the financial sector. This strategic awareness enhances our resilience and supports our value proposition to customers, investors and other stakeholders by reinforcing trust and supporting sustainable long-term performance.
Risk Management	**Risk Categorization** Recently, we expanded and enhanced our enterprise risk management framework. As part of this update, climate risk was recategorized as a "systemic risk," a risk that is integrated into all other types of risk, such as strategic, credit, liquidity, market, compliance and more. By managing climate risk as an enterprise-wide concern, we ensure climate considerations are cross-functionally embedded in our decision-making processes, reinforcing long-term resilience and strategic foresight. **Risk Identification** Climate risk is made up of two main types of risk: physical risk and transition risk. Physical risk is the potential impact to people, property and productivity as a result of the direct environmental impacts of climate change, such as extreme weather events. Transition risk is the vulnerability to people and businesses arising from the process of transitioning away from greenhouse gas emitting activities towards a low-carbon economy. These risks include climate-related policy changes, increased legal costs, technological transitions, reputation and perception of our business to consumers, and more. We define short, medium and long-term time horizons as 0-3 years, 4-9 years and 10+ years, respectively, guided by lending activities and our approach to risk as a financial institution. These definitions guide our strategic planning and risk assessment processes to ensure climate considerations are integrated into our business model. As a financial institution, our greatest exposure to climate risk lies within our lending portfolio. In all three time horizons, increased volatility in climate-related extreme weather events, specifically wildfires, poses challenges to the financial and banking sector by disrupting community assets and reshaping the insurance landscape. Insurance companies closely monitor climate-related risks and play a central role in shaping our strategic response. **Risk Mitigation** We mitigate the short-term risk of wildfire and other physical risks by maintaining a vigilant and robust business resiliency program, measuring and reporting our environmental impacts through an annual greenhouse gas inventory, and maintaining an up-to-date Disaster Preparedness plan and policy. In the medium term, our focus is on reviewing and refining our credit and underwriting policies to better account for climate exposure in high-risk areas. For long-term mitigation, we regularly reassess our approach to mortgage lending in regions with increasing physical climate risk to support the sustainability of our portfolio and the communities we serve. *Continued on next page*

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TCFD Index

Category	Response
Risk Management (cont'd)	For example, in 2025 we formed a climate task force, bringing together experts from our credit, commercial banking and finance teams. This led to the implementation of credit guidelines requiring properties in areas of high wildfire risk (according to the Federal Emergency Management Agency, FEMA, National Risk Index) to demonstrate additional insurance coverage. This helps to safeguard our business while supporting resilience in the communities we serve. Columbia also continues to broaden our geographic footprint to enhance operational resilience and mitigate climate-related impacts on our portfolio. By diversifying across multiple regions, we reduce concentration risk and minimize the likelihood that localized climate events will materially affect our overall performance. Transition risk also presents potential challenges to our business, as markets, technologies and policies evolve in response to climate change. Our Director of Strategic Impact continuously monitors climate change policy and regulation at the local, state and federal levels as well as public sentiment, consumer behavior and market demand for climate action to mitigate this risk. To ensure alignment with stakeholder expectations, we periodically update our ESG Materiality Assessment to capture the values and priorities of our various stakeholders and use these insights to inform our sustainability strategy and program development. **Scenario Analysis** Climate risk is embedded in the enterprise-wide stress testing frameworks we already conduct as a financial institution. However, to develop a clearer understanding of our exposure to direct climate-related risk, we perform dedicated climate-related stress tests to evaluate and quantify the impact of potential climate impacts. Previously, we conducted a 30-year transition risk scenario and a 10-year physical risk scenario, both designed by the Network of Central Banks and Supervisors for the Greening of the Financial System (NGFS). We chose these scenarios to capture a range of our 30-year residential mortgage loans, distributed across many geographies that could be impacted by increasingly severe natural disasters, such as wildfire. While these analyses provided useful insights, we found that there was a need for greater specificity. For future scenario analyses, we plan to include more complex variables and tailored assumptions to better reflect the changing nature of climate risk.
Metrics and targets	While we currently do not have formal climate-related targets in place, we calculate and disclose our Scope 1, Scope 2 and select Scope 3 greenhouse gas emissions in **the Footprint chapter** of this report. Our 2024 ESG Materiality Assessment, which engaged a broad range of stakeholders, did not identify environmental concerns as a material topic for our business. This outcome reflects the nature of financial institutions, whose core activities do not directly generate significant environmental impacts. These factors have influenced stakeholder perspectives on climate issues and shaped our prioritization of climate-related metrics within our broader strategy. However, we recognize the importance of evolving expectations and continue to build out our approach in this area. As the landscape shifts, we remain committed to reassessing our strategy and aligning where it adds meaningful value.

Appendices
SASB Index

Sustainability Accounting Standards Board

Columbia Banking System, Inc., including Columbia Bank, responds to four SASB industry standards that have overlapping indicators. In lieu of repeating indicators, we have combined them under the first instance where the indicator is addressed.

SASB Code	Accounting or Activity Metric	Response
Commercial Banks		
Data Security		
FN-CB-230a.1 FN-CF-230a.1	(1) Number of data breaches (2) percentage that are personal data breaches (3) number of account holders affected	Shareholders Invest, p. 55-56 Columbia Banking System, Inc. 2025 10-K, p. 34-37 Any data breach which requires public notification would be reflected in a Form 8-K.
FN-CB-230a.2 FN-CF-230a.3	Description of approach to identifying and addressing data security risks	Customers Grow, p. 21 Shareholders Invest, p. 55-57 Columbia Banking System, Inc. 2025 10-K, p. 35-37
Financial Inclusion & Capacity Building		
FN-CB-240a.1	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	Customers Grow, p. 19
FN-CB-240a.2	(1) Number and (2) amount of past due and nonaccrual loans or loans subject to forbearance that qualify for programs designed to promote small business and community development	85 loans totaling $71,755 (in thousands)
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Foundation Checking accounts: 17,034
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked or underserved customers	Communities Prosper, p. 28
Incorporation of Environmental, Social and Governance Factors in Credit Analysis		
FN-CB-410a.2	Description of approach to incorporation of environmental, social and governance, ESG, factors in credit analysis	There are currently no requirements in Credit Policy or Credit Guidelines to complete an ESG analysis as part of the standard credit analysis. Please refer to p. 24-35 of the Columbia Banking System, Inc. 2025 10-K.

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SASB Index

SASB Code	Accounting or Activity Metric	Response
Commercial Banks		
Financed Emissions		
FN-AC-410b.1 FN-CB-410b.1	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	We do not currently measure financed emissions.
FN-CB-410b.2	Gross exposure for each industry by asset class	Columbia Banking System, Inc. 2025 10-K, p. 55-58
FN-CB-410b.3	Percentage of gross exposure included in the financed emissions calculation	We do not currently measure financed emissions.
FN-AC-410b.4 FN-CB-410b.4	Description of the methodology used to calculate financed emissions	We do not currently measure financed emissions.
Business Ethics		
FN-AC-510a.1 FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anti-competitive behavior, market manipulation, malpractice or other related financial industry laws or regulations	No losses resulting from legal proceedings in this category were incurred in 2025.
FN-AC-510a.2 FN-CB-510a.2	Description of whistleblower policies and procedures	Shareholders Invest, p. 59
Systemic Risk Management		
FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	We are not a Global Systemically Important Bank (G-SIB) as defined by the Financial Stability Board.
FN-CB-550a.2	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	Shareholders Invest, p. 53 TCFD Index, p. 64
Commercial Banks Activity Metrics		
FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	See table below
FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal (b) small business and (c) corporate	Note, this does not include residential loans.

FN-CB-000.A:

		Number of accounts	Total value (in thousands)
Personal	Checking	500,321	$3,744,146
	Savings	190,296	$2,132,939
Small business	Checking	166,297	$8,341,709
	Savings	11,080	$189,882

FN-CB-000.B:

	Number of loans	Total value (in thousands)
Personal	59,308	$2,308,123
Small business	3,077	$547,374
Corporate	106,867	$40,011,221

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SASB Index

SASB Code	Accounting or Activity Metric	Response
Consumer Finance		
Customer Privacy		
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	No account holders' information is used for secondary purposes. The bank does not share or sell information as defined by the CCPA. Please visit privacy.columbiabank.com.
FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	No losses resulting from legal proceedings in this category were incurred in 2025.
Data Security		
FN-CF-230a.2	Card-related fraud losses from (1) card-not-present fraud and (2) card-present and other fraud	Debit card related fraud loss for 2025 was $2,500 (in thousands). This does not include losses for the credit card portfolio.
Selling Practices		
FN-CF-270a.1	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold	Not disclosed.
FN-CF-270a.2	Approval rate for (1) credit and (2) pre-paid products for applicants	(1) Approval rate for consumer lending products, including loans, lines and pre-approvals, was 47% in 2025. This does not include first mortgages, credit cards, pre-paid cards or overdraft protection on deposit accounts.
FN-CF-270a.3	(1) Average fees from add-on products (2) average APR of credit products (3) average age of credit products (4) average number of credit accounts and (5) average annual fees for pre-paid products	Not disclosed. Note that we do not have add-on products.
FN-CF-270a.4	(1) Number of customer complaints filed (2) percentage with monetary or non-monetary relief	(1) 22 (2) 0% with monetary relief, 0% with non-monetary relief
FN-CF-270a.5	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	No losses resulting from legal proceedings in this category were incurred in 2025.
Consumer Finance Activity Metrics		
FN-CF-000.A	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account	Number of unique consumers with an active: (1) credit card account: 102,709 (2) pre-paid debit card account: 1,570
FN-CF-000.B	Number of (1) credit card accounts and (2) pre-paid debit card accounts	Number of: (1) credit card accounts: 118,888 (2) pre-paid debit card accounts: 1,964

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SASB Index

SASB Code	Accounting or Activity Metric	Response
Mortgage Finance		
Lending Practices		
FN-MF-270a.1	(1) Number and (2) value of residential mortgages of the following types: (a) combined fixed- and variable-rate, (b) prepayment penalty and (c) total	Residential mortgages: (a) 11,911 combined fixed- and variable-rate loans as of 12/31/25, totaling $5,617,439 (in thousands) and 5,499 adjustable rate loans totaling $3,704,836 (in thousands). (b) Columbia Bank Home Lending does not offer loan programs with prepayment penalties. (c) 11,911 total loans as of 12/31/25, totaling $5,617,439 (in thousands).
FN-MF-270a.2	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures and (c) short sales or deeds in lieu of foreclosure	(a) 179 residential mortgage modifications; $40,040 (in thousands) (b) 11 foreclosures; $2,361 (in thousands) (c) 4 short sales or deeds in lieu of foreclosure; $2,079 (in thousands)
FN-MF-270a.3	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	No losses resulting from legal proceedings in this category were incurred in 2025.
FN-MF-270a.4	Description of remuneration structure of loan originators	1) MLOs are paid for loans that are approved and funded. Loan terms, conditions or interest rate do not factor into MLO commissions. 2) MLOs are paid on a tiered commission basis. Commissions increase as total production ($ volume and/or # of loans) increase. Commissions are subject to minimum and maximum payouts per loan. MLOs receive a fixed monthly draw, paid in advance, that is recoverable and deducted from commissions. 3) MLO commissions are a voluntary program that align with industry best practices. MLO commissions are designed to support the bank's mortgage loan production financial targets.
Discriminatory Lending		
FN-MF-270b.1	(1) Number, (2) value and (3) weighted average loan-to-value ratio of mortgages issued to (a) minority and (b) all other borrowers	(a) 322 loans, totaling $162,319 (in thousands) with a weighted average LTV of 77.7% (b) 1,703 loans, totaling $803,846 (in thousands) with a weighted average LTV of 72.8%, including 484 loans totaling $254,755 (in thousands) with a weighted average LTV of 73.4% where one or more borrowers opted to not provide race and/or ethnicity information.
FN-MF-270b.2	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	No losses resulting from legal proceedings in this category were incurred in 2025.

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SASB Code	Accounting or Activity Metric	Response
Mortgage Finance		
Discriminatory Lending		
FN-MF-270b.3	Description of policies and procedures for ensuring non-discriminatory mortgage origination	Shareholders Invest, p. 58
Environmental Risk to Mortgaged Properties		
FN-MF-450a.1	(1) Number and (2) value of mortgage loans in 100-year flood zones	5,499 loans with an unpaid principal balance of $3,704,836 (in thousands)
FN-MF-450a.2	(1) Total expected loss and (2) Loss Given Default, LGD, attributable to mortgage loan default and delinquency due to weather-related natural catastrophes, by geographical region	We do not have actuarial data for mortgage loans.
FN-MF-450a.3	Description of how climate change and other environmental risks are incorporated into mortgage origination and underwriting	Our Footprint, p. 48 TCFD Index, p. 62-64
Mortgage Finance Activity Metrics		
FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	2,025 residential first mortgage loans originated totaling $966,166 (in thousands)
FN-MF-000.B	(1) Number and (2) value of mortgages purchased by category: (a) residential and (b) commercial	33 residential loans purchased by Pacific Premier Bank in 2025 prior to merger, totaling $42,792 (in thousands)

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SASB Index

SASB Code	Accounting or Activity Metric	Response
Asset Management & Custody Activities		
Transparent Information & Fair Advice for Customers		
FN-AC-270a.1	(1) Number and (2) percentage of licensed employees and identified decision-makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations or other regulatory proceedings	This information is tracked through and filed by the broker/dealer as required for FINRA and SEC.
FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	No losses resulting from legal proceedings in this category were incurred in 2025.
FN-AC-270a.3	Description of approach to informing customers about products and services	It is the policy of Columbia Trust Company to provide complete and accurate information to customers, prospective customers and the public with respect to its products and services. All advertising, marketing and promotional materials will be consistent in content and appearance with relevant statutes and with the regulations of the FDIC and the SEC.
Employee Diversity & Inclusion		
FN-AC-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals and (d) all other employees	Associates Thrive, p. 35

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SASB Index

SASB Code	Accounting or Activity Metric	Response
Asset Management & Custody Activities		
Incorporation of Environmental, Social and Governance Factors in Investment Management & Advisory		
FN-AC-410a.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social and governance, ESG, issues, (2) sustainability themed investing and (3) screening	Total (in thousands): $57,053; Equities (in thousands): $35,528; Fixed income (in thousands): $19,015; Cash equivalents/money market instruments (in thousands): $2,511; Other: $0
FN-AC-410a.2	Description of approach to incorporation of environmental, social and governance, ESG, factors in investment or wealth management processes and strategies	ESG investments are driven by client choice.
FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	From Section 6.1 under Article 6 of the company's Articles of Incorporation (see Articles of Incorporation in our 10-Q report): Each shareholder entitled to vote at any election for directors shall have the right to vote, in person or by proxy, the number of shares owned by him for as many persons as there are directors to be elected and for whose election he has a right to vote, and no shareholder shall be entitled to cumulate his votes. See Corporate Disclosure Policy for investee engagement policies and procedures as well as page 16-17 of Columbia Banking System, Inc. 2026 Proxy Statement for shareholder engagement.
Financed Emissions		
FN-AC-410b.2	Total amount of assets under management, AUM, included in the financed emissions disclosure	We do not currently measure financed emissions.
FN-AC-410b.3	Percentage of total assets under management, AUM, included in the financed emissions calculation	We do not currently measure financed emissions.
Asset Management & Custody Activity Metrics		
FN-AC-000.A	Total assets under management, AUM	Value (in thousands): $1,697,072
FN-AC-000.B	Total assets under custody and supervision	Value (in thousands): $20,875,018

Appendices
GRI Index

Statement of Use	Columbia Banking System, Inc., including Columbia Bank, has reported with reference to the GRI Standards for the period January 1, 2025 until December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	There are no applicable GRI sector standards.

GRI Standard		Disclosure	Response
General disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	Introduction, p. 5-7 About This Report, p. 60 803,000 total customers, including 217,700 business customers and 585,300 consumer customers
	2-2	Entities included in the organization's sustainability reporting	About This Report, p. 60
	2-3	Reporting period, frequency and contact point	About This Report, p. 60
	2-4	Restatements of information	We do not have any restatements of information or data in 2025.
	2-5	External assurance	We have not received external assurance for any metrics in this report, including greenhouse gas emissions.
	2-6	Activities, value chain and other business relationships	Introduction, p. 5-8 About This Report, p. 60 Columbia Banking System, Inc. 2025 10-K, p. 7-12
	2-7	Employees	Introduction, p. 5 Associates Thrive, p. 35
	2-8	Workers who are not employees	Columbia Bank relies on some contracted and temporary workers, including paid internships. Temporary workers make up 0.25 % of the workforce.
	2-9	Governance structure and composition	Shareholders Invest, p. 50-52 Corporate Governance Policy Columbia Banking System, Inc. 2026 Proxy Statement, p. 9, 23-26
	2-10	Nomination and selection of the highest governance body	Shareholders Invest, p. 50-52 Columbia Banking System, Inc. 2026 Proxy Statement, p. 6-19 Nominating and Governance Committee Charter Corporate Governance Policy
	2-11	Chair of the highest governance body	Shareholders Invest, p. 50-52 Columbia Banking System, Inc. 2026 Proxy Statement, p. 16-17
	2-12	Role of the highest governance body in overseeing the management of impacts	Introduction, p. 10 Shareholders Invest, p. 50-52
	2-13	Delegation of responsibility for managing impacts	Introduction, p. 10 Shareholders Invest, p. 50-52

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GRI Standard		Disclosure	Response
General disclosures			
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	Introduction, p. 10 Shareholders Invest, p. 50-52
	2-15	Conflicts of interest	Shareholders Invest, p. 59 Columbia Banking System, Inc. 2026 Proxy Statement, p. 16-21, 80-81
	2-16	Communication of critical concerns	Columbia Banking System, Inc. did not have material concerns for the reporting year classified as critical per the definition of applicable regulatory requirements. Should we have had a material critical concern, it would be disclosed in our latest 10-K report.
	2-17	Collective knowledge of the highest governance body	Shareholders Invest, p. 50-52 Columbia Banking System, Inc. 2026 Proxy Statement, p. 10-15, 18-19
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Policy, p. 7
	2-19	Remuneration policies	Columbia Banking System, Inc. 2025 10-K, p. 148-157 Columbia Banking System, Inc. 2026 Proxy Statement, p. 32-69
	2-20	Process to determine remuneration	Columbia Banking System, Inc. 2025 10-K, p. 148-157 Columbia Banking System, Inc. 2026 Proxy Statement, p. 32-69
	2-21	Annual total compensation ratio	Columbia Banking System, Inc. 2025 10-K, p. 132 Columbia Banking System, Inc. 2026 Proxy Statement, p. 73
	2-22	Statement on sustainable development strategy	Introduction, p. 4, 9-10
	2-23	Policy commitments	Associates Thrive, p. 35, 39 Shareholders Invest, p. 52-59 Columbia Commitment Statements Columbia Banking System, Inc. Governance Documents
	2-24	Embedding policy commitments	Associates Thrive, p. 35, 39 Shareholders Invest, p. 52-59 Columbia Commitment Statements Columbia Banking System, Inc. Governance Documents
	2-25	Processes to remediate negative impacts	Communities Prosper, p. 23-31 Associates Thrive, p. 39 Our Footprint, p. 43, 45-48 Shareholders Invest, p. 53-54, 58-59 Columbia Commitment Statements Feedback through the Community Advisory Panel and the CRA public file process help the bank to remediate negative impacts. The Bank has a branching and loan production office policy which helps the Bank to mitigate negative impacts. There is also a complaint tracking process which collects customer feedback about branch closures.
	2-26	Mechanisms for seeking advice and raising concerns	Introduction, p. 9 Customers Grow, p. 20 Shareholders Invest, p. 59
	2-27	Compliance with laws and regulations	There were no instances of non-compliance with laws and regulations in 2025 for which fines or non-monetary sanctions were incurred.
	2-28	Membership associations	Columbia is a member of a number of trade associations at both the national and regional levels. Memberships are listed on page 76.
	2-29	Approach to stakeholder engagement	Introduction, p. 9 Customers Grow, p. 20 Communities Prosper, p. 30-31 Columbia Banking System, Inc. 2025 10-K, p. 11 Columbia Banking System, Inc. 2026 Proxy Statement, p. 21-22
	2-30	Collective bargaining agreements	Columbia Banking System, Inc. 2025 10-K, p. 11-12

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GRI Index

GRI Standard		Disclosure	Response
Material and important topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Introduction, p. 9
	3-2	List of material topics	Introduction, p. 9
Associate engagement and experience			
GRI 3: Material Topics 2021	3-3	Management of material topics	Associates Thrive, p. 32-41
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Associates Thrive, p. 36
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Associates Thrive, p. 40
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Associates Thrive, p. 41
	403-2	Hazard identification, risk assessment and incident investigation	Associates Thrive, p. 41
	403-3	Occupational health services	Associates Thrive, p. 41
	403-4	Worker participation, consultation and communication on occupational health and safety	Associates Thrive, p. 41
	403-5	Worker training on occupational health and safety	Associates Thrive, p. 41-48
	403-6	Promotion of worker health	Associates Thrive, p. 41
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Associates receive regular training on ergonomics, stress at work, employee injuries and first aid, how and when to use a fire extinguisher, winter safety tips, eye strain, often ignored office safety hazards, personal safety and more is provided to all associates. Quarterly reviews are conducted at each site by the safety representative. The safety officer reviews each site approximately once every two years and higher risk site reviews are conducted annually. Each site receives a risk rating and new associates receive a safety orientation of their location.
	403-8	Workers covered by an occupational health and safety management system	Associates Thrive, p. 41 All associates are 100% covered by an occupational health and safety management system. All training is kept and documented by each site. Online Emergency Evacuation Training is also documented, but completed online via our training team. Contracted workers are given training on a case by case basis depending on the management requests.
	403-9	Work-related injuries	Associates Thrive, p. 41
	403-10	Work-related ill health	Associates Thrive, p. 41
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	On average per FTE, associates received 59 hours of training, with 15 of those hours invested in leadership and professional development. Non-executive management received 118 and 25 hours, respectively.
	404-3	Percentage of employees receiving regular performance and career development reviews	Associates Thrive, p. 38-39 In 2025, 96% of all associates completed a self-evaluation. 99.9% of associates received a regular performance evaluation with career development review.

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GRI Standard		Disclosure	Response
Associate inclusion and belonging			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Associates Thrive, p. 35 Shareholders Invest, p. 50
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Associates Thrive, p. 33-35
Community engagement*			
GRI 3: Material Topics 2021	3-3	Management of material topics	Communities Prosper, p. 22-31
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Communities Prosper, p. 22-31 Our Branching Policy ensures comprehensive review and consideration of the impact on its communities prior to opening, closure, relocation or consolidation of any branch, and to ensure compliance with the letter and spirit of applicable regulations. A number of socioeconomic indicators and elements are also aggregated into a community impact rating so that communities needing additional attention can be identified and those needs can be addressed.
	413-2	Operations with significant actual and potential negative impacts on local communities	
Corporate structure and practices*			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Introduction, p. 5-7 Columbia Banking System, Inc. 2025 10-K, p. 7-12
	201-2	Financial implications and other risks and opportunities due to climate change	Our Footprint, p. 42-48 TCFD Index, p. 62-64
	201-4	Financial assistance received from government	Financial assistance received from the government in the form of tax credits/relief, incentives and other benefits are disclosed in our 10-K.
GRI 202: Market Presence 2016	202-1	Entry level wage compared to local minimum wage	State-mandated minimum wage varies across our 8-state footprint and ranges between $7.25 in Utah and Idaho to $17.13 in Washington. Columbia Bank maintains a minimum starting wage of $18 in all markets.
GRI 207: Tax 2019	207-1	Approach to tax	Columbia Banking System, Inc. 2025 10-K, p. 90
	207-2	Tax governance, control and risk management	Columbia Banking System, Inc. 2025 10-K, p. 90, 142-144
	207-3	Stakeholder engagement and management of concerns	Columbia Banking System, Inc. 2025 10-K, p. 32-33
	207-4	Country-by-country reporting	Columbia Banking System, Inc. 2025 10-K, p. 82, 142-144
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	ColumbiaBank.com/Our-Impact Customers Grow, p. 11-21 Communities Prosper, p. 22-31 Columbia Banking System, Inc. 2025 10-K, p. 10-11
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Communities Prosper, p. 22-31
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Shareholders Invest, p. 49-59 No significant risks identified through BSA/Sanctions and Fraud Risk Assessments. Risk assessment results are reported regularly to the ERMC and CRC.
	205-2	Communication and training about anti-corruption policies and procedures	100% of executive management received training on anti-corruption in 2025.

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GRI Standard		Disclosure	Response
Corporate structure and practices*			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practice	Shareholders Invest, p. 59 No legal actions in this category in 2025.
GRI 415: Public Policy 2016	415-1	Political contributions	Shareholders Invest, p. 59 Our industry associations include: American Bankers Association Association of Washington Businesses Bellevue MetroChamber of Commerce Boise Metro Chamber of Commerce Denver Metro Chamber of Commerce Greater Phoenix Economic Council Independent Community Bankers of America Mid-Size Bank Coalition Mortgage Bankers Association Oregon Business & Industry Portland Metro Chamber of Commerce
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	We have established standards for ensuring the accuracy of consumer protection regulatory content through clear ownership, review and approval, tracking and archiving. First line manages content according to these standards to maintain compliance with federal and state regulations, policies and procedures, and confirm the accuracy of terms of products and services. Content reviews can include and are not limited to: Advertising and social media posts Change management Compensation plans Disclosures Third-party reviews Training
	417-2	Incidents of non-compliance concerning product and service information and labeling	There were no incidents of non-compliance with regulations and/or voluntary codes in this category that have resulted in a fine, penalty or warning in 2025.
	417-3	Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance with regulations and/or voluntary codes in this category that have resulted in a fine, penalty or warning in 2025.
Customer experience and feedback			
GRI 3: Material Topics 2021	3-3	Management of material topics	Customers Grow, p. 11-21
Customer health and safety*			
GRI 416: Customer Health and Safety 2016	416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	100% of products and services are assessed for consumer health and safety. Our compliance management system (CMS) is board-approved and routinely audited and examined by regulators. Through our CMS we internally review all products on a regular, periodic basis. We are subject to consumer regulations applicable to financial institutions. We are CFPB supervised and FDIC regulated as a state-chartered bank.

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GRI Standard		Disclosure	Response
Cybersecurity & data privacy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Customers Grow, p. 21 Our Footprint, p. 47 Shareholders Invest, p. 55-57
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	a) 1 complaint related to privacy from outside parties and substantiated by the organization, 1 complaint from regulatory bodies b) 0 total identified leaks, thefts or losses of customer data c) No complaints resulted in the leaking or loss of consumer data
Environmental impact of operations*			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Our Footprint, p. 43, 45-47
	302-3	Energy intensity	Our Footprint, p. 45
	302-4	Reduction of energy consumption	Our Footprint, p. 43, 45-47
GRI 303: Water and Effluents 2018	303-5	Water consumption	Our Footprint, p. 47
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Our Footprint, p. 44-46
	305-2	Energy indirect (Scope 2) GHG emissions	Our Footprint, p. 44-46
	305-3	Other indirect (Scope 3) GHG emissions	Our Footprint, p. 44-46
	305-4	GHG emissions intensity	Our Footprint, p. 45-46
	305-5	Reduction of GHG emissions	Our Footprint, p. 43, 45-47
Talent development			
GRI 3: Material Topics 2021	3-3	Management of material topics	Associates Thrive, p. 36-39
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Associates Thrive, p. 36-39

*Columbia reports additional GRI standards beyond its material topics to meet specific stakeholder expectations.

Columbia Bank, an Oregon state-chartered commercial bank headquartered in Lake Oswego, OR, is a wholly owned banking subsidiary of Columbia Banking System, Inc. (Ticker: COLB), which is headquartered in Tacoma, WA. For more information on Columbia Banking System, Inc., including financial filings and investor relations documents, please visit our website at **www. columbiabankingsystem.com**.

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