



**BY** Byline Bancorp, Inc.™

# 2025

## Community Impact Report



# Contents

Introduction.....	3
People .....	12
Community .....	17
Governance.....	27
Sustainability .....	37
Resources .....	40



# Introduction



## Letter from our Executive Chairman and CEO

As we reflect on 2025, I am filled with gratitude and optimism. The past year has been remarkable for Byline Bank.

At Byline, we define success not solely by growth; it is measured by the lives we touch and the opportunities we create. Every milestone we reached this year was fueled by the dedication of our employees, the trust of our customers, and the ongoing support of our investors and community partners. When we lead with hard work and integrity, we can achieve extraordinary things.

Our commitment to making a positive impact remains at the heart of who we are. We continue to invest in our people, empowering them to learn, grow and lead. We strive to deliver exceptional service to our customers, getting to know their needs and helping them turn aspirations into realities. We stand shoulder to shoulder with our Chicago community, championing financial literacy, supporting local initiatives, and fostering resilience where it matters most.

Looking ahead, our vision is bold: to become Chicago's preeminent commercial bank while maintaining our commitment to every stakeholder we serve. We believe that progress and purpose go hand in hand—and that together, we can build a future defined by opportunity, inclusion, and lasting impact.



**Roberto R. Herencia**

Executive Chairman and Chief Executive Officer  
Byline Bancorp, Inc.



**Our mission**

**We empower  
our customers  
to write their  
own stories.**

**Our vision**

**Be the bank our customers deserve  
by consistently delivering an  
extraordinary customer experience,  
while becoming the preeminent  
commercial bank in Chicago.**

## Values

### The things that matter

#### Our people.

Our greatest asset. We speak, act and treat one another with respect—every day, everywhere and every time.

#### Obsess about our customers.

Every single experience and interaction matters. Go to extraordinary lengths to convert customers into fans.

#### Insist on excellence.

And the highest ethical standards in everything we do.

#### Embrace change.

Change is constant. Without change we cannot grow.

#### Think like an owner.

Be frugal. Take ownership of issues until they are resolved. Present new ideas.

#### Know the numbers.

Facts matter. We don't know our business if we don't know our numbers.

#### Fast is better than slow.

Speed matters in business. Get it done. Deliver results.

#### Inspire.

Respect, challenge and collaborate with each other every day. Teamwork is our greatest strength.



## About Byline Bancorp, Inc.

Headquartered in Chicago, Byline Bancorp is the parent company of Byline Bank, a full-service commercial bank serving small- and medium-sized businesses, financial sponsors and consumers. With over 40 branches throughout the Chicago and Milwaukee metropolitan areas, the bank offers a broad range of community and commercial banking products and services, including small-ticket equipment leasing and U.S. Small Business Administration loans.

### Company highlights

**\$9.7B**

total assets

**\$1.3B**

market capitalization



**44**

branch locations

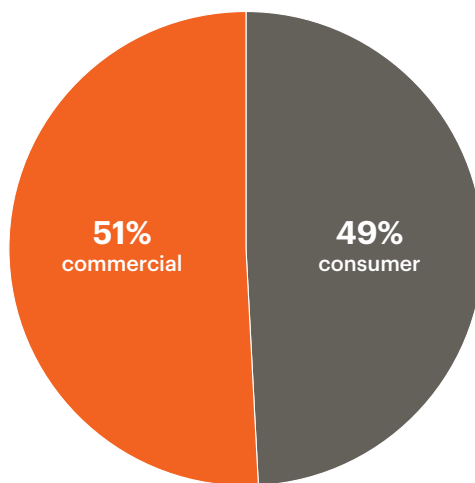
**\$7.5B**

total loans and leases

**\$7.6B**

total deposits

~28,000 commercial deposit accounts  
\$140,000 average commercial account balance



~120,000 consumer deposit accounts  
\$31,000 average consumer account balance

\*Data as of December 31, 2025.

## Awards and recognitions



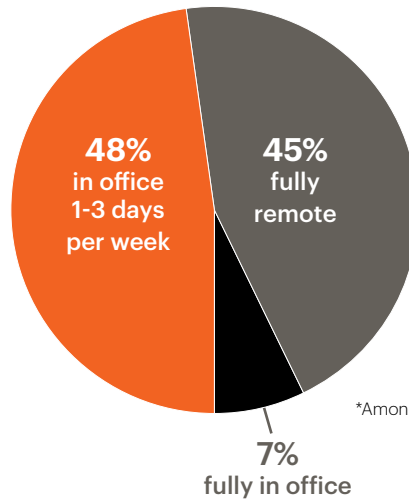
1. SBA rankings by the U.S. Small Business Administration by volume FY2025.

## People highlights



**1,027**  
employees

**1,018** full-time **9** part-time



## Engagement and development



**94%**

participation in our annual employee engagement survey



**5,000+**

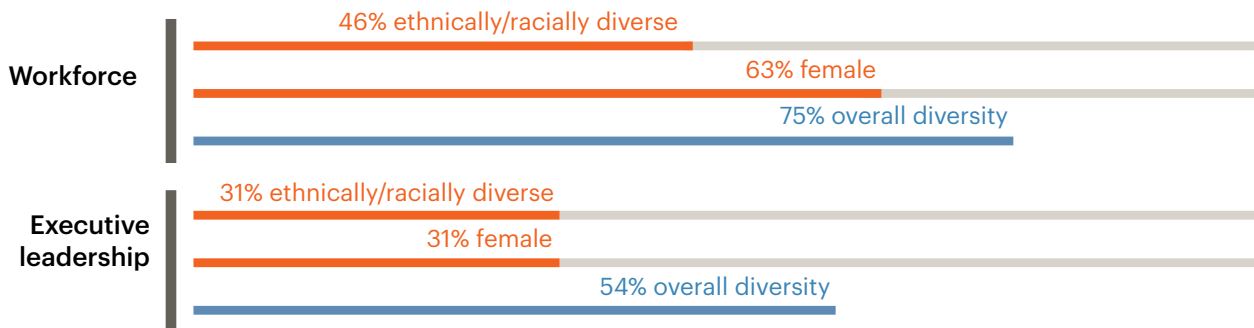
hours of career development and skills training completed by employees



**26%**

of positions filled by internal candidates

## Diversity



## Community highlights

**\$305.5MM**

in community development loans

**\$107.8MM**

in community development investments

**\$889K**

in grants, donations and sponsorships

**1,990**

employee volunteer hours

**131**

financial literacy sessions

**58**

community development grants



## Sustainability in our facilities

Since 2019, we've partnered with our customer MC Squared Energy Services to develop the Green Sustainability Program. Our goal is to support the development of new renewable resources of electricity generation and the reduction of the harmful impacts of greenhouse gas emissions. Together, we've:



Retired over  
**24 million kWhs**  
of wind-generated  
Renewable Energy  
Certificates



Offset  
**100%**  
of our branch  
electricity  
consumption



Offset  
**12.8 million pounds**  
of coal  
production



Eliminated more than  
**11,500 metric tons**  
of carbon dioxide  
greenhouse gas  
emissions

## Stakeholder engagement

Byline Bank's stakeholders include our customers, employees, communities, stockholders and other interested parties. We engage with these key groups throughout the year to understand their perspectives and feedback on Byline's activities. Likewise, we are committed to providing proactive and transparent updates on the bank's strategy, financial performance and other priorities relevant to our various stakeholders.

### How we engage

<b>Employees</b>	<ul style="list-style-type: none"> <li>• Annual all-employee meeting</li> <li>• Quarterly town hall meetings</li> <li>• Quarterly all-employee calls</li> <li>• Meetings and interviews with leaders and employees</li> <li>• Community Banking branch visits</li> <li>• Department team meetings</li> <li>• Employee engagement surveys</li> <li>• Training and professional development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• BYway intranet</li> <li>• Employee resource group (ERG) virtual and in-person meetings</li> <li>• Employee fundraising and volunteerism events</li> <li>• Periodic memos from leadership with enterprise updates</li> <li>• Company website</li> </ul>
<b>Customers and communities</b>	<ul style="list-style-type: none"> <li>• Satisfaction surveys</li> <li>• Email feedback</li> <li>• Branch and in-person meetings</li> <li>• Social media</li> <li>• Phone calls</li> <li>• Community and charitable organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Grantmaking</li> <li>• Financial literacy classes</li> <li>• Nonprofit partnerships</li> <li>• Outreach programs</li> <li>• Volunteerism</li> <li>• Nonprofit board membership</li> </ul>
<b>Investors and stockholders</b>	<ul style="list-style-type: none"> <li>• Annual stockholder meeting</li> <li>• Quarterly earnings calls</li> <li>• Virtual and in-person investor meetings</li> <li>• Responses to ratings and rankings</li> </ul>	<ul style="list-style-type: none"> <li>• Investor conferences</li> <li>• Surveys and data requests</li> <li>• Investor website</li> </ul>
<b>Government and regulators</b>	<ul style="list-style-type: none"> <li>• Briefings and meetings</li> <li>• Email correspondence</li> <li>• White papers and other briefing materials</li> <li>• Mid-Size Bank Coalition of America organization</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in coalitions</li> <li>• Roundtable discussions</li> <li>• Public events</li> <li>• Speaking engagements</li> </ul>



# People



## People

As we say at Byline, our people are our greatest asset. Our strong performance as a company is thanks in no small part to the 1,000+ members of our engaged, entrepreneurial and diverse workforce. We are dedicated to attracting, retaining and developing top talent to accomplish our long-term strategy, which we see as critical to our success.

### Total Rewards

We strive to become an employer of choice and many of our advantages are found within our four Total Rewards pillars: pay; benefits, health and wellness; work-life harmony; and professional development.

#### Pay

We believe our compensation strategy supports our core principles and provides every employee with a competitive compensation package that fairly reflects their individual contributions to Byline. Our compensation package includes base pay, short-term incentives (annual cash bonuses, commissions plans, and referral incentives) and long-term incentives (equity-based compensation) for applicable roles.

Our approach seeks to ensure our compensation elements are competitive and market driven. In our commitment to transparency, we communicate our job architecture and paygrade structure to all employees.

#### Benefits, health and wellness

We believe that our benefits package not only attracts top talent but also fosters a positive and engaged workforce. We provide comprehensive health insurance plans, a 401(k) retirement savings plan with an employer match, and an Employee Stock Purchase Plan.

Additionally, employees have access to resources and information to help with financial planning, mental health and wellbeing, and personal, family and life issues.

We provide tuition reimbursement and a student loan repayment program. We offer wellness programs, an adoption and surrogacy assistance program, as well as cover fertility planning services within the healthcare plans, and provide up to 12 weeks of paid parental leave for employees.

We have carefully designed the offerings to be progressive to meet the diverse needs of our workforce and support their personal and professional lives.

#### Work-life harmony

Eligible employees are provided paid time off and 11 paid federal holidays, including Juneteenth, and one floating Cultural Holiday to observe a holiday of personal significance. Our work-life philosophy is to lead with flexibility. We offer non-branch employees the opportunity to work either fully remote or hybrid based on the expectations of their role.

During 2025, approximately 45% of non-branch employees were working fully remote, 48% were in the office one to three days per week, and 7% were in the office full time. We believe this level of flexibility to be a competitive advantage in attracting and retaining talent within and outside of our market.




---

**We're investing in our employees to create an environment where everyone can thrive.**

---

### Professional development opportunities

We recognize the critical importance of providing career development and advancement opportunities for all employees, and we provide a variety of formal and informal development opportunities to help employees grow in their current roles and build new skills. In 2025, Byline employees participated in over 5,000 hours of training designed to help advance their skills and develop in their careers, in addition to compliance and required training.

Management and leadership skills are taught and practiced in a tiered series of formal development programs and reinforced by participants' managers back in the workplace. Career Development Guides serve as a reference tool for learning opportunities specific to a current or desired career path.

All employees have access to development resources for each of the five behavioral competencies expected of all Byline employees in the annual performance management process: Valuing Differences, Collaborating for Results, Delivering Customer-Focused Solutions, Continuous Improvement and Managing Risk.

We believe one example of our success in developing our people is our ability to fill vacancies from within. During 2025, approximately 26% of our position postings were filled internally. We encourage our employees to pursue learning opportunities that will help improve performance and professional development.

### Employee engagement

We engage with employees throughout the year through a variety of events, meetings, and communication channels. We conduct an annual employee engagement survey to gauge employee satisfaction and identify how to best support our people and improve Byline as a workplace. In 2025, we had 94% participation in the survey.



## Culture, opportunity and belonging

Byline Bank commits to Culture, Opportunity and Belonging as the foundation and catalyst for honoring our employees, engaging our customers and community, creating a great place to work, and ultimately driving business success.

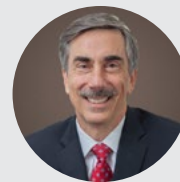
### Our vision and how we activate it

Byline has worked to create an environment where every employee can bring their authentic self to work. Our employees know that their unique backgrounds, ethnicities, experiences, perspectives, and contributions serve to strengthen us and that growth opportunities exist at all levels. We've created internal programs and committed resources to drive the change and growth we strive for as an organization.

For our customers and community, we hope that you see through our actions that we value each of you and know we are better together. We challenge ourselves to live this vision every day.

### Culture Council

The Culture Council was formed in 2020 and is led by co-executive sponsors John Barkidjija, Head of CRE and Specialty Finance, and Dana Rose, Chief Human Resources Officer. Together with a cross-section of bank employees, they drive programs and initiatives to achieve key goals and enact change.



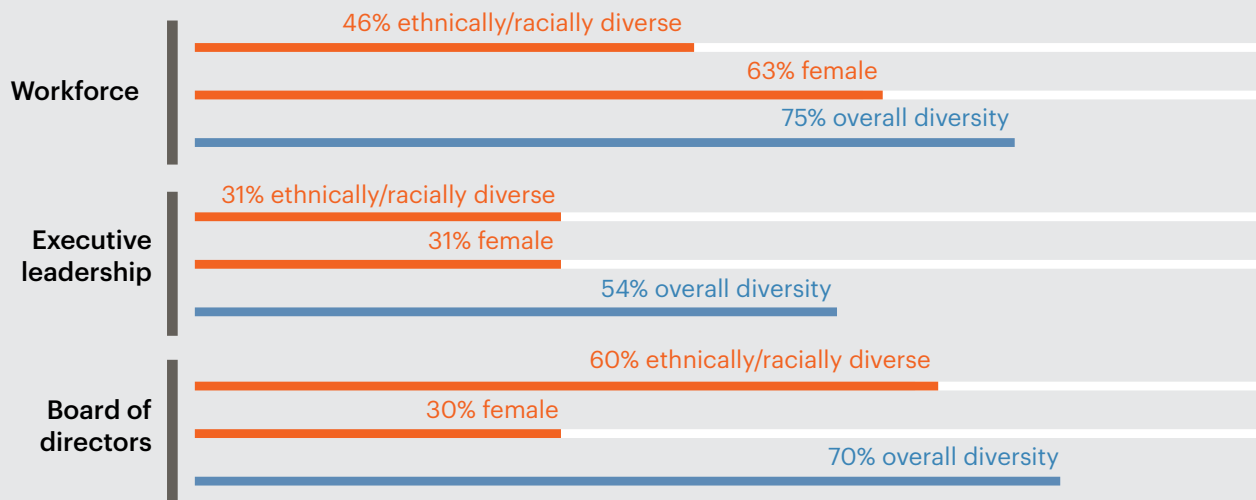
**John Barkidjija**  
Head of CRE and Specialty Finance



**Dana Rose**  
Chief Human Resources Officer

## Employee diversity snapshot

Our employees bring a diverse range of backgrounds to every level of the organization.



## Employee resource groups

Our Employee Resource Group (ERG) Leadership Teams represent diverse roles across the organization, including our Commercial, Legal, HR, Retail, Operations, Risk, Credit and Finance teams.

Our seven ERGs include:



ERGs play a vital role in keeping Byline connected to the communities we serve. These groups foster a culture of inclusion and engagement, acting as bridges between the bank and diverse communities across Chicagoland. Through ERG-led projects and events, we ensure that our outreach is both meaningful and responsive to the unique needs of our neighbors.

In 2025, ERG engagement included:





# Community



## Community

At Byline Bank, community engagement is central to our story. With our origins as a community bank, we know that a thriving local environment is the foundation for personal and business success, and we strive to be a catalyst for positive change wherever we operate.

Our approach is rooted in the belief that meaningful impact begins with relationships: Listening to our neighbors, collaborating with area organizations, financing local business development, and empowering our employees to go out and make a difference.

### Building stronger communities together

Our employees are at the heart of our community initiatives. We encourage every team member to embrace our shared purpose of making lives better, supporting local businesses and strengthening the neighborhoods we serve. Whether it's volunteering their time, sharing expertise or taking on leadership roles within local organizations, our staff consistently demonstrate a commitment to service that goes beyond banking.



#### SPOTLIGHT: Employees in action

##### Junior Achievement of Chicago

Junior Achievement of Chicago aims to inspire and prepare young people to succeed in a global economy. The organization brings financial and economic education to over 620,000 kindergarten through 12th grade students in the Chicagoland area.



Byline is proud to be a corporate partner of Junior Achievement, supporting the nonprofit's mission through direct volunteerism and fundraising efforts. The annual highlight of our partnership is the Junior Achievement Bowl-a-Thon, when Byline employees gather for a night of friendly competition that has raised over \$185,000 since 2016.

Every \$20 raised for Junior Achievement supports one youth getting the opportunity to participate in their comprehensive educational programs. This means that the funds raised through Byline's Bowl-A-Thon event have helped over 11,500 kids in the Chicago area benefit from the organization's financial literacy, work and career readiness, and entrepreneurship programs.

"Junior Achievement's programming has an immediate, positive impact on our region's youth and their families," says Alberto Paracchini, CEO and President of Byline Bank. "Byline is proud to support their mission of putting more kids in our community on a path to financial independence."





## DePaul University — Social Impact Incubator

The Coleman Entrepreneurship Center's Social Impact Incubator at DePaul University helps Chicago-area entrepreneurs build and scale ventures with a strong social-impact mission.

Each year, 15 participants complete the eight-week boot camp, which Byline has sponsored since its launch in 2022. Founders get support to refine their business strategy while building connections with peers and the broader entrepreneurial ecosystem. Each participant is matched with a mentor and, at the end of the program, receives a \$1,000 stipend to help with their company's next steps.

Stephen Ball, Head of Business Banking at Byline, serves as a panelist and mentor in the program. In the 2025 cohort he was paired with DePaul junior Qiling Jiang, founder of Kaizen Collective Apparel, a streetwear brand blending martial arts philosophy with modern fashion. The brand emphasizes high-quality craftsmanship and a community-driven approach. Through the incubator, Qiling launched her product and developed her brand marketing strategy.

As her mentor, Ball helped Qiling work through supply chain issues due to tariffs and overall planning considerations, including a not-for-profit side of the business. Says Ball, "It's gratifying to offer one-on-one support to early founders, who usually haven't yet had the opportunity to work with a business banker due to their relative newness."

To date, the program has served over 60 founders of social enterprises. Byline contributes \$15,000 annually to help founders jumpstart their ventures, pairing financial support with hands-on mentorship. "We are immensely grateful for our partnership with Byline and the program's resulting success," says Emily Doyle, Director of Emerging Company Programs within the Coleman Entrepreneurship Center.



"It's gratifying to offer one-on-one support to early founders."

Stephen Ball, Head of Business Banking at Byline Bank

## Investing in local impact

We recognize that financial support is essential for driving lasting change. Byline regularly invests in our communities through targeted grantmaking. These investments are designed to help address pressing challenges in our strategic areas of focus: housing support, small business, education, financial literacy, workforce development, and health and welfare.

We award grants to applicant nonprofit organizations that either primarily serve low-to-moderate-income individuals or provide technical assistance to small businesses.



### SPOTLIGHT: 2025 community grants

Last year we awarded **\$275,000** in grants to **58** organizations making a difference across Chicagoland in the following focus areas:



**31%**

Affordable housing support



**25%**

Education and financial literacy



**18%**

Health and welfare



**14%**

Small business



**13%**

Workforce development

## Here are just a handful of the incredible organizations we supported in 2025:



### Oak Park | \$6,000 grant

Provides hunger-relief programming across Cook County, including portions of Chicago and the near-west suburbs. Services include emergency food assistance, summer meals for kids when school is out, and grocery delivery to homebound older adults.



### Berwyn | \$7,500 grant

Supports youth and their families in Berwyn, Cicero, Stickney and neighboring near-west communities. Programs include school-based youth development, mental health support, violence prevention, and additional services to promote positive outcomes.



### Chicago's Southwest Side | \$10,000 grant

Provides comprehensive adult literacy and workforce development programming to Spanish-speaking adults. Services empower participants to be economically independent and fully integrated in U.S. society.



### Chicago's Far North Side | \$5,000 grant

Works to end homelessness by providing housing and comprehensive support services. Services include a Rogers Park shelter that fills a critical gap for homeless men, as well as resources to connect individuals with permanent supportive housing solutions.



### Chicago | \$12,000 grant

Provides essential furniture to individuals and families in need. Services turn empty houses into homes to provide dignity and comfort to Chicagoans, while also reducing environmental waste by diverting over 3,000 tons of furniture from landfills annually.



### Chicago | \$10,000 grant

Provides capital, coaching and connections to help entrepreneurs grow businesses that create jobs and wealth in their communities. Serves small business owners in Chicagoland and beyond, particularly those from traditionally underserved groups.

## Strengthening financial literacy

We strive to help our community learn important financial habits. Financial education is vital to helping people enter the banking system and provides an important layer of economic security, especially to those from historically underbanked or marginalized groups.

At Byline, we have a full-time employee dedicated to leading complimentary money management workshops at partner organizations. Our financial literacy curriculum consists of four focus areas: understanding your relationship with money, budgeting, accessing and building credit, and banking. The interactive onsite sessions are generally geared toward personal finance and money management skill-building, but we also conduct some workshops focused on small business development with Byline business bankers.



### SPOTLIGHT: 2025 financial literacy education

# 202

hours of financial literacy workshops provided in 2025

# 131

total sessions

# 25

partner organizations

# 1,808

individual participants, a 44% increase from 2024



Examples of our financial education partnerships in 2025 include:



As a nonprofit Community Development Financial Institution (CDFI), **Greenwood Archer**

**Capital** expands access to character-based, flexible financing for entrepreneurs in historically underinvested communities. Byline has provided personal finance workshops that support how to build and improve credit scores, with supplemental education on small business development.



Located in the Humboldt Park neighborhood, **Association**

**House** provides a range of social services that support a vibrant multicultural community. Byline is a committed financial literacy educator in their career development, high school, family and Lucha programs for low-income individuals, as well as in personal finance workshops for Association House’s employees.



The **Illinois Institute of Fine Arts** provides quality English as a Second Language instruction that is accessible to students from all walks of life. Byline has conducted

entrepreneurship-focused workshop sessions for the organization, bringing in experts from our Business Banking group to help recent immigrants learn about access to capital and working with a bank when starting their own small businesses.



**WIND** helps low-income, formerly incarcerated women, and those at risk of incarceration, gain practical skills and avoid recidivism. For over six years, Byline has partnered with WIND on their essential-skills workshops, providing instruction on money management habits to help participants prepare for successful independent living.



## Financing local businesses

Local businesses are the engine of local economies. We're committed to serving small and medium-sized businesses because their success is essential to making our communities vital and economically secure.

Through our Small Business, Commercial Banking and SBA expertise, we provide a full range of lending and banking solutions that contribute to thriving neighborhoods here in the Chicago area as well as in select nationwide markets.



### SPOTLIGHT: Small and mid-sized business customers

**Mugsy** is a Chicago-based men's apparel company built on the idea that clothes should feel good and look great. Leo Tropeano started the brand in 2015 with a focus on high stretch denim, later expanding into chinos, shirts and other essentials. Today, Mugsy operates seven locations, with plans to grow to 20 in the coming years, supported by a thriving e-commerce presence.

As the company scaled, Tropeano realized one of the most important relationships for a small business is its banking partner. Before working with Byline, Mugsy banked with a large national institution that felt rigid and impersonal. Byline offered a more hands-on approach, taking time to visit Mugsy's warehouse in Ohio and get to know their products and operations up close.

Tropeano describes entrepreneurship as a lonely journey, but one made easier with a banker he trusts. His Byline banker, Stephen Ball, stands out as personable and proactive, even driving to Tropeano's home in the suburbs to ensure a crucial line of credit renewal was completed under a tight deadline. It's the kind of white-glove service small businesses rarely get from larger institutions.

Mugsy's story shows how local entrepreneurs benefit when their bankers champion their business and show up when it matters most.





**Best Source Parts**, led by president Sacit Kara, is a Chicago-area auto parts distributor built on the values of hard work, trust and long-term relationships. Kara's path began in Turkey, where he studied engineering before coming to the U.S. with the goal of opening a business, owning a home and building a life. Best Source is the fulfillment of his vision, rooted in the belief that strong partnerships underpin lasting success.

As a small business owner, Kara relies on Byline not just for financial services, but for the kind of support that comes from a true relationship. His connection with business banker Tony Brylewski reflects this approach. Brylewski knows his business, understands its operational needs and is always accessible—returning calls promptly and providing honest guidance. That level of responsiveness mirrors the way Kara serves his own customers: with transparency, consistency and honest answers, even when they're not the easiest.

Kara values Byline's local roots, noting that even as the bank has grown, it maintains a neighborhood mindset. His experience shows how thoughtful banking relationships can help small businesses stay resilient, allowing owners like Kara to focus on their work while contributing to the communities they serve.





**Inherent L3C** is a Chicago-based builder creating high-quality modular homes designed to expand access to homeownership. Led by architect and founder Tim Swanson, the company builds its homes in a North Lawndale manufacturing facility before transporting the completed sections to vacant lots throughout the city.

Their work plays a growing role in the affordable housing landscape. Inherent is a key partner in Cook County's modular home initiative, a \$12 million effort to add 120 affordable, for-sale homes across neighborhoods such as Humboldt Park, Chicago Heights and Proviso Township. Inherent's houses are priced below typical market rates, and their factory-built process allows families to move in faster than with conventional construction.

In addition to expanding homeownership, Inherent's manufacturing operation contributes to local economic development by supporting skilled jobs in modular construction and generating investment in historically disinvested neighborhoods. Their installations help transform long-vacant parcels on the South and West Sides into stable housing.

Byline's Commercial Banking team has worked with Inherent to provide financing for their ongoing operations in Chicago. Inherent's story illustrates how mission-driven builders can strengthen Chicago's housing pipeline while creating long-term community impact.



**Little Woodland School** is a preschool started by Aaron and Kelsi Sykes in 2019 in Lake Mills, Wisconsin. Drawing on backgrounds in business and early childhood education, the couple set out to create a haven where children's natural curiosity could flourish, with the help of a Montessori- and Reggio-inspired curriculum and highly trained educators at the helm.

Just as the Sykes were getting started, COVID-19 hit. Despite the challenges of the pandemic, Little Woodland was a success, proving that their approach resonated with local families. Demand only continued to grow.

Ready to expand, Aaron and Kelsi knew they needed financial backing. Rogette Koby, Vice President and Business Development Officer at Byline, saw the potential in their vision and helped the couple secure SBA financing to grow their business further. Within a year, the Sykes had found another property in Wisconsin and transformed it into a thriving preschool. They've gone on to acquire two more schools, this time in Florida. Throughout their expansion, Byline's financing and flexibility have helped the Sykes turn opportunities into reality.

"Byline didn't just see us as another loan—they saw us as 'fixers' who could find value where others couldn't," says Aaron. "That first loan was them taking a chance on us. When things got complicated, they put in the work and fought to get us to the finish line. Now we're investing annually in payroll, giving back to our communities in multiple ways. None of that would have been possible without Byline's can-do attitude."



# Governance

## Board of Directors

Our Board of Directors are accomplished leaders from diverse backgrounds who use their independent judgment to effectively challenge and drive continued success for Byline Bancorp. The Board oversees our corporate strategy and sets the tone for our culture, values and high ethical standards, and, through its committees, holds management accountable for results.

### Qualifications

We believe that our directors should have the highest professional and personal ethics and values, consistent with Byline's longstanding values and standards. Directors are expected to:

- Have broad experience at the policymaking level in business, government or banking.
- Be committed to enhancing stockholder value and representing the interests of all stockholders.
- Have sufficient time to carry out their duties and provide insight and practical wisdom based on experience.

When considering potential director candidates, our Board of Directors considers the candidate's character, judgment, skills, including financial literacy, and experience in the context of our needs. Our Board also considers the candidate's service on boards of other companies and whether such service would impair the candidate's ability to perform responsibly all director duties for Byline.

### Oversight of risk management

Effective risk management and control processes are critical to our safety and soundness, our ability to predict and manage the challenges that we face and, ultimately, our long-term corporate success. The Board of Directors is responsible for overseeing Byline's risk management processes, with each of its committees assuming a different and important role in managing the risks we face.

Our senior management is responsible for implementing and reporting to our Board of Directors regarding our risk management processes, by assessing and managing the risks we face, including strategic, operational, regulatory, investment and execution risks, on a day-to-day basis. Our senior management is also responsible for creating and recommending to our Board of Directors for approval appropriate risk appetite metrics reflecting the aggregate levels and types of risk we are willing to accept in connection with the operation of our business and pursuit of our business objectives.











The role of our Board of Directors in our risk oversight is consistent with our leadership structure, with our Chief Executive Officer, President, Chief Financial Officer, Chief Risk Officer, Chief Accounting Officer, Corporate Secretary and other members of senior management having responsibility for assessing and managing our risk exposure, and our Board of Directors and its committees providing oversight in connection with those efforts.

We believe this division of risk management responsibilities presents a consistent, systemic and effective approach for identifying, managing and mitigating risks throughout our operations.



## Board committees

In addition to the standing committees described below, our Board of Directors may establish other committees as appropriate, in accordance with applicable law and regulations and our corporate governance documents.

Committee memberships		Audit	Compensation	Governance and Nominating	Risk
	Roberto R. Herencia				●
	Phillip R. Cabrera	●	●	●	
	Antonio del Valle Perochena		○	○	
	Mary Jo S. Herseth				●
	Margarita Hugues Vélez	●			●
	Steven P. Kent	●	●	●	○
	William G. Kistner	○			●
	Alberto J. Paracchini				●
	Pamela C. Stewart				
	Carlos Ruiz Sacristán				●

● Member ○ Chair

## Risk Committee

Oversees our enterprise-wide risk management framework, which establishes our overall risk appetite and risk management strategy. This framework helps management identify, manage, and report on key risks, including asset-liability, interest rate, liquidity, and cybersecurity risks, among other types of risk. The Risk Committee reviews and oversees policies and practices established by management to identify, assess, measure and manage key risks we face, including the risk appetite metrics developed by management and approved by our Board of Directors.

## Audit Committee

Responsible for overseeing risks associated with financial matters (particularly financial reporting, accounting practices and policies, disclosure controls and procedures and internal controls over financial reporting) and engaging as appropriate with our Risk Committee to assess our enterprise-wide risk framework.

## Compensation Committee

Responsible for risks and exposures associated with our policies, plans and practices for both executive compensation and the general compensation structure. Our Compensation Committee, in conjunction with key management, reviews our incentive compensation arrangements to ensure these programs are consistent with applicable laws and regulations, including safety and soundness requirements, and do not encourage imprudent or excessive risk-taking by our employees.

## Governance and Nominating Committee

The Governance and Nominating Committee is responsible for making recommendations to our Board of Directors regarding candidates for directorships and the size and composition of our Board of Directors. In addition, the Governance and Nominating Committee is responsible for overseeing our corporate governance guidelines and reporting and making recommendations to our Board of Directors concerning governance matters.



## Environmental, social and governance (ESG) strategy

Our ESG strategy—first articulated in our inaugural 2022 ESG Report and expanded in this year’s Community Impact Report—is guided and supported by our Board of Directors. Oversight of our ESG framework is carried out by the Governance and Nominating Committee, which is responsible for shaping leading ESG practices, monitoring progress, and ensuring that ESG considerations remain aligned with our long-term strategic priorities. The Committee provides annual updates to the Board, reinforcing transparency, accountability, and a sustained commitment to responsible business stewardship.

Our ESG priorities reflect an integrated approach shaped by our core values as a commercial bank and our responsibility to employees, customers, communities, and the broader environment. These priorities include ethics, climate strategy, financial inclusion, community engagement, responsible innovation, and talent development—each of which plays an essential role in our long-term success.

### Business ethics

Ethical conduct is foundational to our identity and central to every aspect of our operations. We believe that meaningful and enduring relationships are built on trust, integrity, and an elevated ethical framework that guides our decisions and interactions with customers and partners.

### Climate strategy

As climate-related risks and opportunities grow in prominence, we are developing a forward-looking climate strategy that seeks to understand and evaluate how climate change affects our business and the businesses of our clients. This includes establishing the groundwork for measuring greenhouse gas emissions, particularly those associated with our lending and investment activities, to better inform our long-term environmental objectives.

### Community relationships

Deepening our connection with the communities we serve is integral to our mission. We strive to foster strong, mutually beneficial relationships that support community vitality, help address local needs, and create shared value for stakeholders.

### Digitization and innovation

We are committed to advancing our digital capabilities to meet the evolving expectations of our customers. This includes enhancing the convenience and efficiency of our digital platforms while maintaining world-class standards for data privacy and cybersecurity—elements that are essential to preserving trust in a modern banking environment.

### Financial inclusion

We recognize the diverse needs of our customers and are committed to offering a broad, inclusive suite of products and services. Our approach to financial inclusion ensures that individuals, families, and businesses across our service areas have equitable access to credit, banking services, and opportunities for economic advancement.

## Regulatory landscape

Operating in a highly regulated industry requires continuous attention to compliance, risk management, and emerging regulatory trends. We maintain a strong focus on meeting all applicable regulatory requirements while proactively preparing for expected changes in the regulatory environment.

## Systemic risk management

We work diligently to understand and account for systemic risks that affect our sector and the broader financial markets. Our risk management practices aim to safeguard our institution, support financial stability, and ensure responsible long-term growth.

## Talent attraction and retention

People are at the heart of our success. We strive to foster an engaging, inclusive, and inspiring workplace that attracts talented individuals and supports their development and long-term career success. Investing in our workforce strengthens our ability to deliver exceptional service and build lasting value for all stakeholders.

Across these focus areas, we continue to engage with our stakeholders—stockholders, customers, employees, community partners, and regulators—to better understand their expectations and priorities. As we advance our ESG initiatives, we remain committed to integrating sustainability, responsible governance and ethical practices into our operations. Looking ahead, we will continue to refine our ESG approach to ensure it evolves with the changing landscape and reflects the needs of the communities and stakeholders we serve.



## Ethical standards

A great relationship is built on trust. At Byline, we adhere to the highest ethical standards in our business practices. These ethical standards are implemented through our Code of Ethics, providing all employees, officers and directors with clear standards for ethical conduct.

### Ethics training

To ensure compliance with our Code of Ethics, we require employees to review and acknowledge the policy annually. New employees are also provided training on how to incorporate the Code and use it as part of their daily role at Byline.

### Whistleblower protections

To help ensure adherence to our Code of Ethics, Byline has developed a non-retaliation policy that prohibits any intimidation or retaliatory action against any individual who has made a good-faith report of a known or suspected violation of the Code, bank policies and procedures or any law or regulation. Byline encourages employees to report suspected violations of the Code through our whistleblower hotline.

### Anti-corruption and anti-money laundering policies

As a federally chartered commercial bank, Byline Bank is subject to federal, state, and local laws designed to prevent money laundering, fraud, corruption, and other financial crimes. These requirements are governed primarily by the Bank Secrecy Act (BSA), Anti-Money Laundering (AML), and Office of Foreign Assets Control (OFAC) regulations.

In accordance with these regulations, Byline maintains a comprehensive, risk-based compliance program that includes customer identification and verification, ongoing monitoring of account activity, and regulatory reporting.

For higher-risk customers or activities, Byline applies enhanced review and oversight as part of its standard BSA/AML framework. This risk-based approach helps ensure the Bank meets regulatory expectations while upholding the highest standards of integrity and ethical banking.



## Risk management

Risk management functions as a core cultural element at Byline and provides essential guidance for all business and strategic decisions. The bank maintains a comprehensive and forward-looking Risk Management program, underpinned by a formal Risk Appetite Framework that is closely aligned with our corporate development objectives and long-term business planning.

We employ a three-lines-of-defense model to maintain risk oversight and accountability throughout the organization. Our Chief Risk Officer serves as an essential member of the Executive Leadership Team while providing independent risk leadership through a direct reporting line to the Chair of the Board Risk Committee, which demonstrates our dedication to sound governance and effective oversight.

### Risk Appetite Framework

The bank's Risk Appetite Framework is at the core of risk management and helps guide risk-taking in a thoughtful and consistent way across the bank. The framework is dynamic by design, reviewed regularly and updated proactively in response to actual or anticipated changes in the internal and external environment.

The bank implements its risk strategy through purposeful decisions made to achieve long-term objectives. Specifically, we:

- Ensure that when taking risks, the risks are well understood, measurable and align with our strategic priorities and risk appetite, ensuring that the expected return justifies the risk being taken.
- Maintain strong capital and liquidity positions, including under adverse or stressed conditions.
- Emphasize organization-wide training and awareness to ensure risk principles are understood, embedded in decision-making and consistently applied.
- Engage proactively with regulatory agencies, ensuring open and transparent communication.
- Maintain continuous monitoring of risk exposures and emerging trends to ensure early identification and proactive response.
- Emphasize sustainable, relationship-driven growth, and disciplined execution to support the bank's long-term performance.
- Provide credit to clients who prove both financial capability and responsible borrowing practices.
- Prioritize organic market expansion in our core business sectors through specialty lines that benefit from deep expertise while employing conservative underwriting and suitable risk management practices.
- Seek strategic acquisitions that support our business objectives while maintaining appropriate risk levels.
- Focus on building enduring relationships based on trust with our customer base.
- Protect our reputation in all communities in which we operate.

**The Risk Appetite Framework defines how Byline views and controls risk across these core areas:**



**Credit**



**Technology and cybersecurity**



**Liquidity**



**Compliance and regulatory**



**Interest rate**



**Reputation**



**Operations**



**Strategic**

This framework serves not only as a risk management tool, but as a strategic guide—ensuring that the bank's pursuit of growth remains aligned with our values, capabilities and long-term vision.

## Cybersecurity and data privacy

At Byline, safeguarding customer information is our foremost commitment. We employ rigorous security protocols to defend against emerging threats and proactively adapt to the changing cybersecurity environment.

To comply with the Gramm-Leach-Bliley Act (GLBA), our policy requires a thorough understanding of customer activities, helping us prevent the misuse of bank resources for unlawful purposes. We maintain compliance by deploying robust monitoring systems and policies designed to detect and identify suspicious behavior.

Our cyber insurance coverage is tailored to match the bank's scale and complexity. The Board receives regular updates on information security, and all Board members participate in annual security training. Recognizing the dynamic nature of cybersecurity, Byline dedicates substantial resources to continuously enhance our systems, controls, and monitoring capabilities. We also prioritize ongoing education and training for employees and Board members, ensuring everyone is equipped to respond to new cyber threats.

The Risk Committee of the Board oversees our information security program, receiving frequent briefings on cybersecurity issues. This governance model strengthens accountability and keeps data protection at the forefront of our strategic priorities. Additionally, we engage our customers through educational initiatives, sharing timely security updates and practical advice via social media and other communication channels to help them guard against cyber risks and fraud.

## Fair lending and fair advertising

We recognize that the credit needs of our customers are diverse and continually changing. As a commercial bank, Byline recognizes the importance of adhering to the Community Reinvestment Act (CRA) and the various fair lending laws, which require us to consider the credit and lending needs of all the communities we serve, including low- and moderate-income areas. Full recognition of the credit and lending needs of our customers is a vital component in providing the best possible banking services and establishing ourselves as a premier relationship bank.

Byline's policies provide clear direction to our employees and management regarding adherence to applicable fair lending and fair advertising laws and regulations, including but not limited to ECOA/Regulation B, TISA/Regulation DD, TILA/Regulation Z, UDAAP, and the CRA. These policies are posted on the bank's intranet site, and all relevant staff receive annual training. The bank also has a robust program to monitor, track, respond to and analyze complaints.

### Annual assessments

Our Risk and Compliance team annually assesses compliance risk to the bank and performs compliance testing reviews based on the inherent risks identified.



## Executive compensation and succession

### Succession planning

Our Board of Directors oversees the succession planning for the CEO and executive roles that directly report to the CEO. Plans are reviewed annually that assess readiness of succession candidates and identification of development. The development plans are reviewed throughout the year to ensure we have a robust pipeline of talent to backfill roles or move into new positions in the future based on business needs.

### Executive compensation

To accomplish our business and growth objectives, we must be able to attract and retain talented executives whose skills and experience enable them to contribute to our long-term success. To that end, the philosophy and principal objectives of our executive compensation programs are to attract, fairly compensate, appropriately incentivize, and retain superior executive talent in a manner that aligns their long-term interests with those of our stockholders.

Our compensation philosophy, policy and program supports, reinforces, and aligns our values, business strategy, operational and financial needs with the goals of profitability and growth, while operating in a safe and prudent manner.

We operate a compensation philosophy based on key principles that guide the development of our compensation programs, practices, and policies. These key principles include, but are not limited to, the following:

- 1 Align compensation programs, practices, policies and decisions with stockholder and other stakeholder interests.
- 2 Reinforce a business-oriented culture that rewards executives for results consistent with:
  - High ethical standards
  - Appropriate risk-taking
  - Respect for all employees
  - Performance against business goals and objectives





# Sustainability



## Sustainability Accounting Standards Board (SASB) Index

The index below includes SASB standards for the Financial Sector that are relevant for our business: Commercial Banks. Unless otherwise noted, all data and descriptions apply to our entire firm and are as of or for the year ended December 31, 2025.

Certain information may not be disclosed within the index below if it is not considered material; privileged or confidential; could cause a competitive disadvantage to our business if publicly disseminated; or is not currently collected in a manner wholly correlative with the related SASB metric.

For additional information about the firm's financial performance, please refer to the firm's quarterly earnings materials as well as quarterly and annual reports on Form 10-Q and Form 10-K, respectively.

Topic	SASB Code	Accounting Metric	Response
<b>Data Security</b>			
	FN-CB-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of account holders affected	Any data breaches meeting the Securities and Exchange Commission's (SEC's) threshold for inclusion in financial filings would be disclosed in our 2025 10-K.  There were no data breaches that required disclosure during the reporting period.
	FN-CB-230a.2	Description of approach to identifying and addressing data security risks	Refer to the " <a href="#">Cybersecurity and data privacy</a> " subsection of the 2025 Community Impact Report.
<b>Financial Inclusion and Capacity Building</b>			
	FN-CB-240a.1	(1) Number of loans outstanding qualified to programs designed to promote small business and community development (2) Amount of loans outstanding qualified to programs designed to promote small business and community development	Byline had \$375.4 million in unguaranteed SBA 7(a) loans outstanding.  Refer to the <a href="#">4Q25 Earnings Presentation</a> (p. 16).
	FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Byline delivered a total of 131 financial literacy sessions to 1,808 individuals who are considered low- or moderate-income.  For more information on our financial education efforts, refer to the " <a href="#">Community</a> " section of the 2025 Community Impact Report.
<b>Incorporation of Environmental, Social and Governance (ESG) Factors in Credit Analysis</b>			
	FN-CB-410a.2	Description of approach to incorporation of ESG factors in credit analysis	Our current efforts examine ESG risks, as well as opportunities, in our loan portfolio and credit risk management processes.  Refer to the " <a href="#">Risk management</a> " subsection of the 2025 Community Impact Reports.

Topic	SASB Code	Accounting Metric	Response
<b>Business Ethics</b>			
	FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Byline does not disclose total losses. However, in accordance with SEC requirements and U.S. Generally Accepted Accounting Principles, Byline provides information regarding material legal matters in its Form 10-K and other applicable SEC filings.  Disclosed in Part 1, Item 3 Legal Proceedings in our <a href="#">2025 Annual Report on Form 10-K</a> .
	FN-CB-510a.2	Description of whistleblower policies and procedures	Refer to the " <a href="#">Whistleblower protections</a> " subsection of the 2025 Community Impact Report and our Code of Ethics.
<b>Systemic Risk Management</b>			
	FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	Byline is not a globally systemic bank.
	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	Disclosed as part of Part 1, Item 1a. Risk Factors and Part 2 Item 7 Management Discussion and Analysis in our <a href="#">2025 Annual Report on Form 10-K</a> .
<b>Activity Metrics</b>			
	FN-CB-000.A	(1) Number and (2) Value of checking and savings accounts by segment: (a) personal and (b) small business	<b>Personal</b> <ul style="list-style-type: none"> <li>Checking: (1) 62,431 accounts (interest bearing and non-interest bearing), (2) \$736,389,828</li> <li>Savings and money market: (1) 34,295 accounts, (2) \$1,647,524,004</li> </ul> <b>Small business</b> Checking: (1) 1,400 accounts, (2) \$182,852,920
	FN-CB-000.B	(1) Number and (2) Value of loans by segment: (a) personal, (b) small business, and (c) corporate	<b>Personal</b> (1) 831 loans, (2) \$62,205,803



# Resources



## **Learn more about us:**

[2025 Annual Report](#)

[2026 Notice of Annual Meeting and Proxy Statement](#)

[Code of Ethics](#)

[Code of Ethics for Financial Officers](#)

[Community Investment and Support](#)

[Corporate Governance Guidelines](#)

[CRA Public File](#)

[Fraud Prevention & Security](#)

[Privacy Policies](#)



© 2026 Byline Bank. Member FDIC.