

AMERANT BANK

2024

Impact Report





# Table of contents

<b>04</b>	A Message from Jerry Plush
<b>05</b>	Who We Are
<b>06</b>	Our Impact Framework
<b>08</b>	Empowering Our People for Shared Success
<b>20</b>	Promoting Economic Mobility in Our Communities
<b>28</b>	Building Climate Resilience
<b>32</b>	Walking the Talk
<b>40</b>	Foundation of Everything We Do
<b>49</b>	SASB Metrics



## Building Community, Expanding Connections, and Delivering Results

### *A Message from our Chairman & CEO*

In 2024 we continued our people-centered approach and placed ourselves and our services where people wanted to be. And we connected with them in ways that matter – Amerant continues to *Walk the Talk*.

We celebrated the opening of our first full-service banking center and regional office in the Tampa region in Q1 of 2024. It's in a thriving business area, surrounded by hundreds of small and large companies. Nearby are residential neighborhoods with homes and families and growth and development.

We now offer Tampa consumers and businesses a full array of banking services, including private client and commercial banking.

Implementing a strategic plan like our expansion in Tampa and Broward County is a huge opportunity. I thank our team members Amerant-wide who learned new systems and helped us move our business forward.

Within our workplace, we see results of our focus on company culture. Amerant Bank is ranked No. 41, up seven spots, in the 2024 Top 100 Most Loved Workplaces®. Key measures include team member engagement, how positive people feel about their workplace, and how committed they are to the organization's success. We have now ranked on their list for three consecutive years.

Being people-centered has a colorful side, too. We are sports fans. Our communities teem with sports fans. In 2024, we increased the number of partnerships with local sports teams:

**March:** Announced a partnership with the Miami Marlins, making Amerant their "Hometown Bank."

**July:** Announced partnership with the Tampa Bay Rays as their Official Bank.

**August:** Launched a partnership to become the Official Bank of Fort Lauderdale United FC – the region's only professional women's soccer team.

Amerant black and orange are a familiar sight in the volunteer and nonprofit communities as well. Our out-front efforts focus on financially sustainable communities now and in the future. Two 2024 examples illustrate this: Our work with the Overtown Youth Center in Miami on financial skills and careers, and the creation of the Amerant Bank Foundation.

As we reflect on a year of growth, collaboration, and meaningful connections, I am grateful for the dedication of our Amerant team, the trust of our customers, and the strength of the communities we serve. Together, we have built lasting relationships, supported impactful initiatives, and expanded our reach in ways that align with our people-centered values.

As we look ahead, I am confident that our collective efforts will continue to drive positive change and create opportunities that make a difference.

Thank you for being an essential part of our journey.

**Jerry Plush**  
Chairman & CEO  
Amerant Bank



# Who we are

Figures as of 12/31/24



**45 years**

serving our customers  
and our communities



**\$9.9 billion**

in assets\*



**\$2.9 billion**

in assets under  
management/custody



**698**

team members\*

**NYSE**  
**AMTB**

Amerant Bancorp Inc.



**Rated “Outstanding”**

in CRA by OCC for 20 years straight\*\*



## 19 Banking Centers

10 Miami-Dade, FL  
6 Broward, FL  
2 Palm Beach, FL  
1 Tampa, FL



## Headquarters

Coral Gables, FL



## Regional Corporate Offices:

Tampa, FL  
Plantation, FL

**Florida**



**OFFICIAL BANK OF THE  
FLORIDA PANTHERS**



**OFFICIAL BANK OF THE  
MIAMI HEAT**



**HOMETOWN BANK OF THE  
MIAMI MARLINS**



**THE OFFICIAL BANK OF THE**



**OFFICIAL BANK OF THE  
FORT LAUDERDALE UNITED FC**



Tampa

Plantation

Coral Gables

\* The term “team members” refers to full-time employees of Amerant Bank and its wholly-owned subsidiaries only.

\*\* Community Reinvestment Act (CRA), Office of the Comptroller of Currency (OCC).

# Our Impact Framework

## Building a Better Future Together

Amerant's Impact framework provides a clear structure for our sustainability efforts by establishing a vision, defining focus areas, and setting meaningful commitments. Through this framework, we create time-based goals tailored to the priorities of our business.

Our vision is straightforward: corporate sustainability begins with a strong foundation built on our organization's values and a principles-driven approach to conducting business. Every initiative we pursue is evaluated through the strategic priorities outlined in our Impact commitments.

The graphic below shows how Amerant engages with all of our audiences and uses our activities and capabilities to advance our Impact goals across the five key pillars.

**We leverage the power of banking to create social and environmental value for our people, communities, and customers.**

## Our Framework of Five Pillars

Pillars that drive our aspirations:



### Empowering Our People For Shared Success

We dedicate our time and resources to benefit our communities, ensuring Amerant has a talented, diverse, and supported workforce to bring the best service to our customers every day.



### Promoting Economic Mobility In Our Communities

We work tirelessly to empower our customers and bridge the gap faced by communities of all income levels, by providing access to finance and building trusted banking relationships.



### Building Climate Resilience

Our innovative products and services are designed to help our communities and customers address the unique impacts of climate change and environmental degradation, driving sustainable outcomes and financial gains.

Pillars that are fundamental to the operation of our business:



### The Foundation Of Everything We Do

We uphold our commitments to sound governance, business ethics and compliance.



### How We "Walk The Talk"

We lead by example.

# Beyond Words, it's About Actions

## How We Walk the Talk

At Amerant, our commitment to our local community goes beyond words—it's about action. That's why one of the pillars of our Impact framework is **Walking the Talk**, a principle that underscores our dedication to aligning our actions with our values.

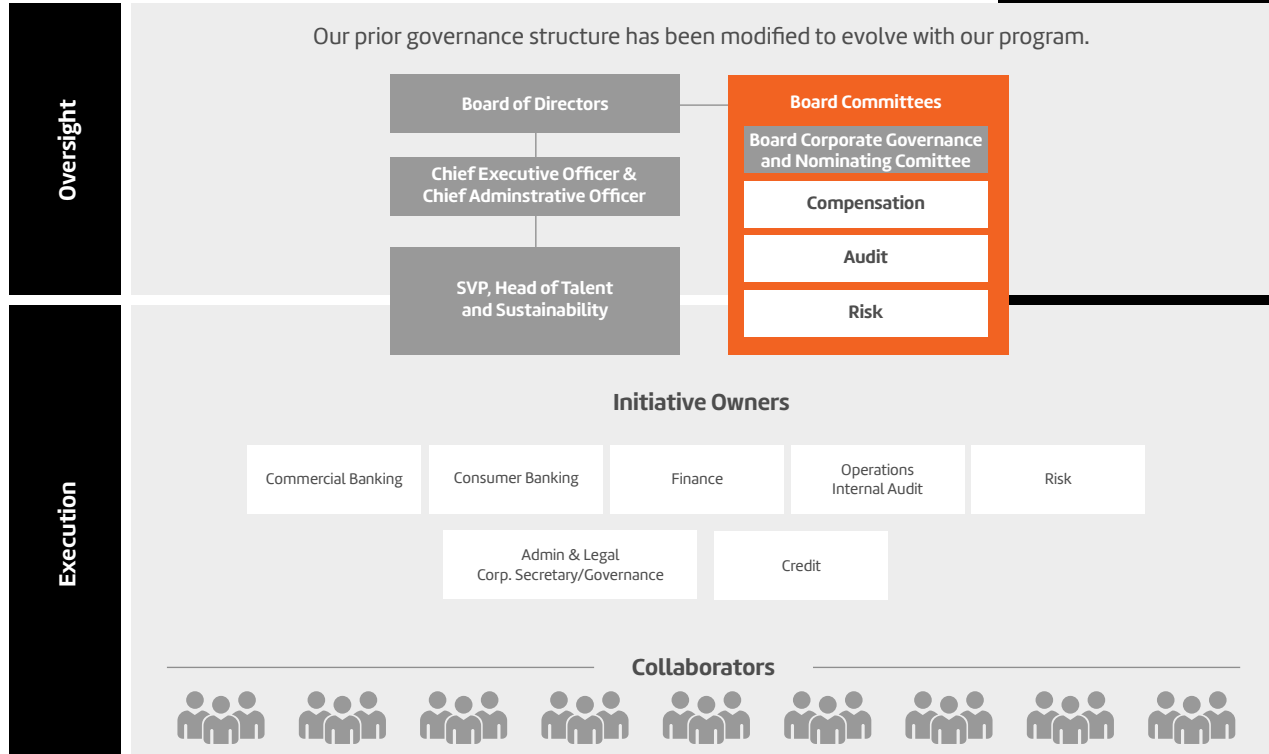
By focusing on engagement and truly *Walking the Talk*, we are fostering meaningful progress, holding ourselves accountable, and creating a tangible impact for our stakeholders and communities.

This report highlights how this pillar drives our actions, strengthens our relationships, and reinforces our role as a leader in corporate sustainability. Watch for the Walk the Talk badge throughout this report.



Orange Bowl Committee Fall Family Day donating Turkeys to local community.

## Sustainability Governance Structure



To take a closer look at oversight layers of our sustainability governance structure, visit our 2023 Impact Report.

# ■ Empowering Our People for Shared Success



Team member at our Miramar Operations Center with Stanley C. Panther from the Florida Panthers.



## Our Mission

To provide our customers with the products, services and advice they need to achieve financial success, through our diverse, inclusive and motivated team that is personally involved with the communities we serve, all of which result in increased shareholder value.



## Our Vision

To be the bank of choice in the markets we serve.



## Our Precepts

- Providing the customer with the right products, services, and advice to meet their needs.
- Treating everyone as we expect to be treated.
- Being leaders in innovation, quality, efficiency, and customer satisfaction.
- Consistently exceed expectations (going above and beyond).
- Promoting a diverse and inclusive work environment where every person is given the encouragement, support, and opportunity to be successful.
- Holding ourselves and each other accountable and always doing what is right.
- Being the bank of choice in the markets we serve.

## COMMITMENT

We dedicate our time and resources to benefit our communities, ensuring Amerant has a talented, diverse, and supported workforce to bring the best service to our customers every day.

## MAKING AN IMPACT\*:

- 7%** Underrepresented talent<sup>(1)</sup>
- 47%** Women in executive positions<sup>(2)</sup>
- 85%** Team member engagement score<sup>(3)</sup>
- 3.3%** Fair pay gap<sup>(4)</sup>

\* Footnotes 1-4 regarding metrics are included in the End Notes section on page 48. Numbers include data from Texas locations. Houston franchise was sold to a Texas-based financial institution on November 7, 2024.

# ■ Engagement is a vital ingredient in empowerment

We strengthened our team in 2024, engaging members in ways that tapped their talents and abilities and developed their expertise. Engagement opportunities brought people together to tackle projects, network with peers, share in the classroom, and serve the community.

We grew our people, got things done, and built a competitive advantage for Amerant as an employer and a business.

Once again, we received confirmation that our people-focused initiatives are on the right track. You will learn in this section about the positive report card Amerant team members gave the organization on two surveys.

## Career Development

The focus for Learning and Development in 2024 was sparked by team member comments in the engagement survey. Team members told us they wanted career-centered learning and development opportunities. We prioritized investing in opportunities to help team members grow and build their careers.

All told, we offered **32,754 organizational learning hours**, an average of 50 learning hours per team member.

Of course, all of L&D is engagement. Sometimes it's an interactive experience, sometimes it's self-learning and discovery.

The people at Amerant Bank are truly remarkable. Their dedication, adaptability, and commitment to our shared values create an environment where everyone can thrive and grow.

Mariola Sanchez  
SEVP, Chief Administrative Officer



We brought people together professionally and socially to:

- Strengthen understanding of how our business works.
- Offer clarity about career growth and progression.
- Build relationships and share knowledge.
- Develop an internal network to support career activity.
- Learn about Amerant tools and resources to motivate success.

### Team member development in 2024



32,754

Organizational learning hours  
in multiple learning modalities



\$1,213

Dollars per team member  
invested in learning programs

### Top learning categories in 2024



Interpersonal Skills



Mandatory and  
Compliance Issues



Process procedures  
and business practices



## From Boardroom to Breakroom to Virtual Classroom and Back Again

Amerant team members let us know they would like greater access to career development activities at work.

A colorful and effective result of this feedback was **Career Development Week** in September, a three-day knowledge blitz that brought an array of sessions for all staff levels. Some 236 team members at all Amerant offices and/or virtually selected from a conference-style program to attend. Fifteen sessions were offered. An “Amerant Exploratory Fair” looked at career options in the bank. Sessions such as effective business writing addressed practical skills, while others focused on helping supervisors and managers grow:

- Evolving into the Manager Role As a Coach.
- Managing and Leading Hybrid Teams.
- There was technical education:
  - Maximizing Microsoft Tools for Collaboration and Productivity.
  - Excel 1 & 2.
  - Time Management and Networking Using LinkedIn.

And there were chances to get to know Amerant better:

- Meet Our Educational Partners and Vendors.
- Products and Services Roundtable.

Contributions from around the organization demonstrated a collective commitment to professional growth.

**Career Week and other career-focused initiatives led 295 team members to submit Career Development Plans. In the process, 9% of team members were identified as *high potentials* with the likely ability to strengthen the Amerant bench.**



Team members during Career Development Week

### Career Development Week



Rated 4.8 Stars



15

Courses offered  
over three days



236

Participants in  
attendance



995

Learning hours



2 Internal Moves

- Retail to BSA
- Retail to International Banking



Photo of gratitude day poster

### Thanks, teammate

World Gratitude Day coincided with career week and provided an opportunity for team recognition and appreciation.

**Gratitude Posters** were set up in common areas across all locations. Employees were invited to find a poster and write a thank-you note to a colleague. They gave a shout-out to colleagues who had a positive impact on them, showed kindness, or supported them in growth and development.



## All-Star Program Attracts Talent

The career development initiative, “Be an All-Star in Your Career at Amerant Bank” Orientation sessions familiarized team members with this career growth program and introduced them to the new career development module within the Harmony learning management system. This module enhances their ability to manage and direct their career progression at Amerant.

This program was a direct outcome of the input received through our engagement survey. It will allow managers and team members alike to empower their career development plans and goals.

**Attendees to the “Be An All-Star in Your Career” education program:**

**134**

**Manager Program  
Attendees**

**350**

**Team Member Program  
Attendees**



Team members gathered during a program meeting.

## Self-learning and Discovery with LinkedIn Learning

LinkedIn Learning became Amerant’s new e-learning resource on May 1st. Available 24 hours, 7 days a week, it’s an award-winning leader in online training. LinkedIn Learning has a digital library of over 6,000 courses covering an array of technical, business, software, and creative topics.

**LinkedIn** LEARNING

**876** Course Views

**3,274** Video Completions

## Driving a Culture of Sales and Service

In early 2024, we introduced a pilot learning and development program designed specifically for our Private Client Group. The pilot went so well that the program was implemented across our Retail Banking Market Managers and Commercial Banking Group.

This program provided our relationship managers with the tools and strategies they need to stay ahead, ensuring their sales processes are both adaptive and impactful. With a focus on innovation and effectiveness, this initiative represents a forward-thinking approach to serving the modern client and driving results in an ever-changing marketplace.

This program reflects our unwavering commitment to fostering growth, innovation, and excellence within our team. Together, we’re building the skills and knowledge needed to exceed client expectations and drive outstanding results.



Private Client team members in Plantation Regional Office

# Camaraderie at Amerant

At Amerant Bank, beyond listening to feedback, we take action. In 2024, we turned insights from our Engagement Survey into meaningful initiatives that fostered stronger communication, alignment, and well-being across the company.



## Elevating Engagement Through Action

In our 2024 Engagement Survey, Amerant achieved an engagement score of 85% — surpassing the Medallia North America Financial Services Average by 18%. This result reflects an exceptionally high level of engagement among our team members and reinforces our commitment to creating a workplace where team members feel valued, heard, and supported.

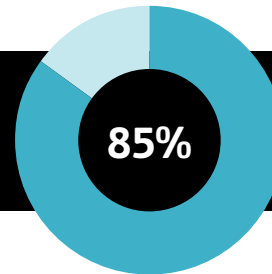
A key need identified in the survey was for enhanced communication and well-being. In response, we introduced initiatives to strengthen transparency, promote collaboration, and support employee well-being on both career and life paths.



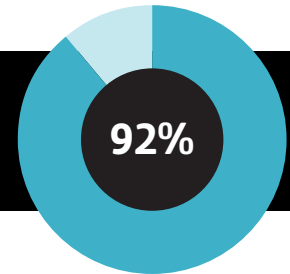
Ugly sweater party at our Year-End Town Hall in Miramar.

## Team Member Engagement Pulse Survey Results

**Engagement Score rose  
+9% from year prior.**



Engagement Score



Sense of Belonging  
Index Score

### What did team members say about engagement at Amerant

- 98%** feel proud to work for Amerant.
- 96%** would recommend Amerant as a great place to work.
- 92%** believe Amerant creates a team member experience that makes me want to work here for a long time.
- 94%** work gives me a feeling of personal accomplishment
- 93%** is enthusiastic about their job.
- 90%** feel valued by Amerant.

"Everyone is genuinely invested in the company's success and cares about their work. I truly appreciate the positive and supportive culture at Amerant. The leadership team is engaged and creates a collaborative environment. I also value the initiatives and events that keep employees connected and informed. Plus, the benefits and flexibility, like the ability to work from home, are fantastic!"

"Amerant Bank stands out for its commitment to inclusion, professional growth, and positive community impact. One of the things I value most is the opportunity to participate in events with our customers, as it strengthens our relationships and allows us to build meaningful connections."

"I am very proud to work at Amerant Bank. I always tell everyone how much I love my job and how much I love working at Amerant Bank. I love my team members; it means a lot to me working with the great team. I love my working hours. I love the look of the Branches; it is very modern. I proudly say that "My Bank" sponsors Miami Heat and Florida Panthers."



## Amerant Town Hall Series: Strengthening Communication and Alignment

To ensure consistent communication of key business objectives and priorities, we launched the Amerant Town Hall series in January 2024. These sessions provided an open forum for leadership to connect directly with team members, fostering greater alignment and momentum across the organization.

### Key Highlights:

Four town hall meetings with record attendance of 500+ team members participating in person and virtually.

Featured inspiring keynote speakers, including:

- Steven “Goldie” Goldstein, television play-by-play broadcaster for the Florida Panthers.
- Lisa Lutoff-Perlo, member of the board of directors of Amerant and former CEO of Celebrity Cruises.



End of year town hall in Miramar Operations Center

## Fostering Camaraderie and Well-Being

Beyond communication, Amerant invested in initiatives that promote team bonding, physical well-being, and a sense of belonging:

### Key Initiatives

#### Family Day at the Ballpark

Welcomed 1,000+ attendees, bringing together team members and their loved ones for a day of fun and community.



#### Lexus Corporate Run

With 130+ team members participating, Amerant proudly ranked as the 3rd largest team in the financial services category.



**Food Truck Thursdays** – Over a span of three months, this initiative brought together 300+ team members, creating opportunities for casual connections and camaraderie.

**Well-Being Hours** - A total of 491 team members utilized dedicated well-being hours, amounting to 3,344 hours invested in self-care and personal development.



## Even Better–Loved in 2024

**Amerant Bank gained seven spots in the 2024 Newsweek rankings of America's Top 100 Most Loved Workplaces, now ranking at 41.**

The 2024 Top 100 Most Loved Workplaces® are the result of a collaboration between Newsweek and the Best Practice Institute (BPI), a leadership development and benchmark research company.

The list recognizes companies that have created a workplace where team members feel respected, inspired, and appreciated, and are at the center of the business model.

The key areas in the analysis to identify the Top 100 Most Loved Workplaces are based on how well companies demonstrate the areas within the Spark Model as defined by BPI, including Systemic Collaboration, Positive Vision of the Future, Alignment of Values, Respect, and Achievement. The analysis further measures employees' engagement, how positive they feel about their workplace, as well as how committed they are to the organization's success.

## We Are Amerant

### Grit and Grace Graduates

Amerant celebrated the achievements of the five women in the Grit & Grace development program in 2024. Congratulations to Jessica Villar, Claudianna Rivero, Ivonne Dorrego, Mairena Emiliano, and Madelayne Cordero. It took hard work and true grit for these five women to fulfill the demands of the program and do their regular jobs. But they did it.

Grit and Grace is designed to develop high-performing women for Amerant's leadership bench. The program is a one-year commitment and consists of online certifications with accredited business schools.

The curriculum is structured to broaden participants' range of impact. There is a concentrated individual coaching component.

The 2024 participants completed Building and Leading Effective Teams through the Columbia University Business School and Leading Effective Decision-Making through the Yale School of Management.



## We Are Multicultural – Celebrating a Year of Connection, Culture, and Community

2024 marked an incredible milestone as we celebrated the one-year anniversary of our *We Are Multicultural* resource group. Launched in 2023, this group was created with a clear mission: to connect team members across the organization and provide a space to learn from and celebrate one another's unique cultures, backgrounds, and perspectives.

Over the past year, the group played a vital role in fostering an environment where everyone feels valued and supported. This team member-led group has strengthened our sense of community and belonging.

Some of the group's achievements were: hosting networking events, creating opportunities for dialogue and education, and providing a platform for team members to share their stories. These efforts enriched our workplace and have enhanced collaboration and understanding among team members.

As we look ahead, we remain committed to the group's mission and to continuing to build a workplace where everyone can thrive.

## Video, Social Media, and Hispanic Heritage Unite

Amerant produced a Team Spotlight Video Series to celebrate Hispanic Heritage Month in February. Short videos featuring team members explored what Hispanic heritage means to them – how their heritage has influenced their lives, the role models who have inspired them, their standout memories of culture meeting culture. Colleagues Amerant-wide and beyond were invited to watch and be inspired by their stories across our social media platforms.



## We Are Women and We Are Young Professionals Announced

Amerant was proud to announce the creation of two new business resource groups in 2024: *We Are Women* of Amerant and *We Are Young Professionals*. These groups are designed to foster a supportive workplace while providing opportunities for growth, connection, and professional development.

*We Are Women* of Amerant is dedicated to empowering women leaders and team members across the organization. By hosting engagement events and initiatives, the group will create a platform for women to share experiences, support one another, and develop skills to thrive within their careers. Additionally, the group aims to raise awareness about important causes, such as Breast Cancer Awareness Month, bringing the organization together to show support and drive meaningful change.

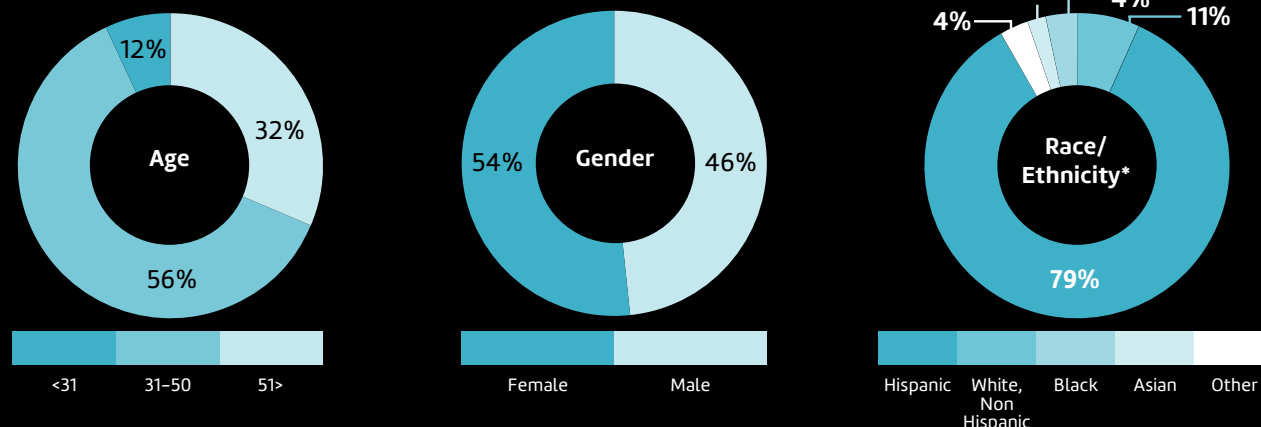
On the other hand, *We Are Young Professionals* is focused on encouraging junior members of the workforce to become more involved in the company's programs while advancing their career development goals. Through a variety of courses, networking events, and professional growth opportunities, this group will support early career professionals as they navigate their futures.

Both groups reflect Amerant's commitment to creating an environment where team members can thrive personally and professionally. These resource groups will further enhance the culture of collaboration and inclusivity that is central to the organization's values. Amerant looks forward to seeing the positive impact these initiatives will bring to the workplace in the coming years.



# Nurturing Talent & Shaping Tomorrow's Leaders

## Workforce Demographics as of 12/31/24\*



\*Numbers include team members from Texas locations. The Houston franchise was sold to a Texas-based financial institution on November 7, 2024. Numbers do not include team members from Amerant Mortgage.

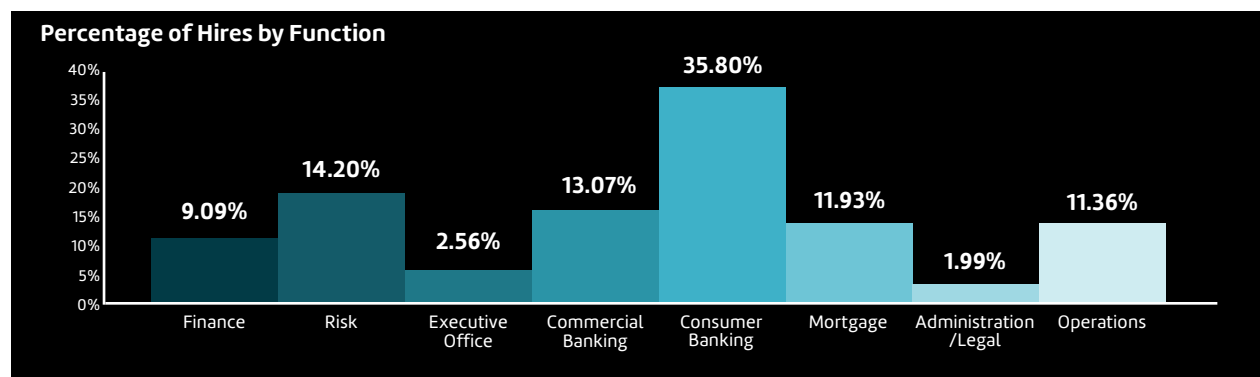
## Chasing the Future: Talent Acquisition Strengthens the Bench at Amerant

Our Talent Acquisition strategy aligns with Amerant's goal of attracting skilled candidates with a talent for customer service who embrace our core concepts. The team operates across all regions where Amerant has a presence, crafting strategies to engage talent in new markets.

Success is driven by a robust team member referral program, long-standing partnerships with respected

talent agencies, and a well-established brand that attracts candidates to our job boards and career site.

During 2024, the Talent Acquisition team made hires to support business goals of boosting deposits and revenue, expanding the retail banking network, and strengthening backbone areas such as regulatory compliance, credit, and financial reporting. These roles represented 43% of all hires.



## High-Velocity, High-Value Recruitment

Building the big-picture Amerant team:

- Acquired talent to lead expansion into the West Palm Beach and Central Florida Markets.
- Recruited experienced bankers to serve customers in new banking centers in Downtown Miami and Las Olas in Ft. Lauderdale.
- Improved technological outreach with the LinkedIn Enterprise Platform, where stories about the Amerant community give potential candidates a sneak peek of life at Amerant – and a more comprehensive understanding of our organizational structure and the role of each subsidiary.

The Talent Acquisition Team is focused on strengthening the talent pipeline and leveraging technology to enhance recruitment. These initiatives support our broader business goals and aim to ensure Amerant attracts and retains top-tier talent in a competitive market.



## Empowering Future Leaders Through Internship Opportunities

At Amerant, we are committed to shaping the future of business by fostering opportunities for growth and development through our internship programs. Partnering with respected local universities, including Florida International University, Miami Dade College, Barry University, St. Thomas University, University of South Florida, and University of Tampa, we are building strong connections within our community to empower the next generation of talent.

Our internship programs are designed to provide hands-on experience and promote social mobility by opening doors to individuals from a wide range of backgrounds. We value diverse perspectives and aim to cultivate a thriving environment where everyone can succeed.

At Amerant, we place high value on giving early career talent the tools needed to succeed and make a meaningful impact.

During their time as summer interns, some of our newest team members gained hands-on experience and insight into the Amerant culture. This became the foundation for success as full-time team members.

Gabriela Miliani



I started at Amerant as a Data Analytics intern in Financial Planning and Analysis. Now I'm a FP&A Reporting Analyst. I knew I wanted to work in financial planning, but I also knew I enjoyed data analytics. This internship was the perfect opportunity for me to embrace both. Thanks to my manager at the time, Edelmira Aguilar, I learned how data impacts the day-to-day work in finance and throughout the bank.

The financial planning and analysis team at Amerant taught me how to be a risk-taker, and at the end of my internship, I was able to do a project about customer profitability on Power BI. This helped me prepare for an official role with the finance team. With my data background and knowledge, I transitioned to a more analytical role on the budget side of finance. A particularly meaningful part of my internship was my mentor, Sharymar Calderon, Chief Financial Officer. Thanks to her mentorship, I had a strong ending to my internship and received my full-time position.



Tamara Wong

I started my journey at Amerant Bank in May 2024 as a Corporate Communications Intern. From the first day, I felt welcomed, respected, and valued by everyone. What stood out the most was the immediate trust they placed in me. I was given meaningful responsibilities right away. I contributed to both external and internal communications and community and PR events. This gave me a well-rounded experience in corporate communications.

Externally, I managed the social media calendar and led various campaigns, including the Hispanic Heritage Month and intern series. Internally, I played a key role in producing videos for the Town Halls and assisting with creating new department pages on the intranet. On the community side, I had the opportunity to cover events for social media, capturing Amerant's impact and involvement beyond the workplace.

The guidance and mentorship I received at Amerant were invaluable. I am especially grateful to my managers, Alexis Dominguez, Gio Andaluz, and Maria Olivera. They supported me every step of the way, shared their knowledge, and trusted me from the start. Working with them has been one of the best parts of my journey, and I couldn't have asked for a better team. I also want to thank Sharymar Calderon, who mentored me during my summer internship. Her leadership and advice helped me understand the skills needed to succeed, navigate challenges, and grow in my career.

Now, after ten months, I'm very excited to have transitioned into a full-time role as Corporate Communications and Social Media Specialist. I couldn't ask for a better place to work, a more supportive team, or a more rewarding opportunity. Amerant gives me the space to learn, grow, and contribute meaningfully.

Breno Vasconcellos



I started as a Credit Analyst Intern and currently work as a Products Associate at Amerant Investments. I manage external portfolio manager relationships and work with investment research and portfolio construction.

Starting the internship, I wasn't sure what I wanted to do, but the structure of the internship program allowed me to visit and shadow many different teams and departments. This helped me find my ideal career path. What stood out on the credit program was the hands-on experience I got. We have the opportunity to learn from seasoned analysts, analyze real loans, and go through the actual approval procedure, presenting to the executive members of the bank.

Along with the skills I learned and the mentorship I got from everyone at the bank, I found my career path in the wealth management department. It's a place where I have opportunities to grow and keep growing with Amerant.

# ■ A Comprehensive Approach to Well-Being

## Total Rewards: Investing in Our People

Amerant's competitive Total Rewards program is designed to attract, motivate, and retain talent while ensuring fairness, transparency, and compliance with regulations. The program includes both fixed and variable compensation, such as base salary, short-term incentives, equity-based long-term incentives, and a comprehensive benefits package.

This approach supports Amerant's strategic goals by aligning compensation with business objectives and employee performance. Competitive pay and career development opportunities also play a key role in recruitment and internal mobility efforts.

To provide more insight into compensation, the Total Rewards team began offering **CompTalks** in 2024: One-on-one, confidential sessions where team members can learn about salary structures, incentive plans, evaluation processes, and merit guidelines. These meetings allow team members to ask questions and provide feedback on Amerant's compensation program.



Team members during Open Enrollment Registration.

## Competitive Pay

Amerant believes in a competitive total rewards – compensation and benefits – program that aligns with business objectives, our human resource strategy, and the interests of stakeholders. Our program is based on the fundamental principles of competitiveness, fairness, transparency, efficiency, and compliance with laws and regulations.

The Amerant total rewards program combines fixed and variable compensation. This compensation approach plays a significant role in our ability to attract, retain, and inspire the talent to foster engagement, achieve our strategic objectives and drive sustained performance and organizational success. The fixed and variable components are base salary, short-term incentive, equity-based long-term incentive, and a broad range of health/welfare/

lifestyle benefits, designed to support the well-being of our team members and their dependents. We aim to provide a holistic approach to team member's support, addressing both personal and professional needs

Life is complex and often uncertain. To offer team members a buffer against the future, we offer retirement contribution plans and an Employee Stock Purchase Plan. The stock purchase plan is a tangible way to “walk the talk” in empowering our people and sharing the success of our company with them. With this win/win program, Amerant team members\* can purchase shares of company stock at a 15% discount. This ensures that team members not only benefit today but also have a stake in the future success of the organization.

## A Balanced, Sustainable Lifestyle

Our benefits package is designed for both full- and part-time team members and their families, recognizing that a balanced, sustainable lifestyle leads to higher engagement and overall satisfaction.

Our Wellness Program fosters a culture of well-being through accessible resources and meaningful incentives that empower team members to take charge of their health. Here's how we support our team members:

- **Comprehensive Health Benefits:** Nationwide open-access medical plans offer in-network and out-of-network services, with premium discounts for those who meet wellness requirements.
- **Savings for Healthcare Costs:** Pre-tax Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA) help ease the financial burden of medical expenses.

\*Due to applicable regulations, Amerant Mortgage is not a designated subsidiary. Amerant Mortgage team members are not eligible to participate.

- **Dental and Vision Coverage:** A no-cost in-network dental DMO plan and an affordable PPO option cover preventive, basic, and major dental care. Additionally, all team members receive a cost-free vision plan for annual check-ups.
- **Financial Security and Retirement Planning:** A safe-harbor 401(k) plan offers pre-tax, post-tax ROTH, and after-tax savings options. The Employee Stock Purchase Plan (ESPP) provides another way to invest in the future.
- **Mental Health and Emotional Support:** The Employee Assistance Program (EAP) offers free, confidential counseling and behavioral health resources for personal or work-related challenges.
- **Wellness and Lifestyle Perks:** Fitness programs, gym stipends, mindfulness activities, stress relief sessions, flexibility routines, nutrition and financial wellness classes, and engagement activities all encourage healthy habits and long-term well-being.

Amerant is committed to providing benefits that truly make a difference — because when our team members thrive, so does our organization.

At the end of 2024, 199 team members were enrolled in the employee stock purchase plan.







### Discover the New Aiming Higher: Elevating Our Precepts

Amerant refreshed its long-standing Aiming Higher initiative in 2024 to make recognition more focused and relatable. For years, team members embraced the program to drive performance and celebrate each other’s efforts. Now, the updated approach weaves core values into everyday actions.

Take the “Team” category, for example. It honors those who go out of their way to support colleagues, making everyone’s day a little brighter. Then there’s the “Coach” category, spotlighting team members

who treat others with the same care they’d expect themselves, always ready with advice or a helping hand. These shifts are all about recognizing behaviors that echo Amerant’s precepts and help push the company toward its vision of being the bank of choice in its markets. By aligning the recognition program with these behaviors, Amerant is celebrating individual contributions and building a culture where everyone’s efforts contribute to a supportive and innovative workplace.

### New Aiming Higher Categories

	<b>A Team</b>	You are the secret sauce that elevates the entire team. Your support means the world to me.
	<b>Coach</b>	You treat everyone as you expect to be treated. Your support helps others improve their game.
	<b>Customer Superhero</b>	You provide the customer with the right products, services, and advice to meet their needs.
	<b>Game Changer</b>	You are a leader in innovation, quality, efficiency and customer satisfaction. You drive and embrace change.
	<b>GOAT</b> (Greatest of All Time)	You hold yourself and others accountable and always do what is right. You consistently exceed expectations (going above and beyond).
	<b>Impact</b>	You promote a diverse and inclusive work environment. You engage with your community to make a difference.



## ■ Promoting Economic Mobility



Money Mini Camp in partnership with Ingold Family Foundation

### COMMITMENT

Strive to improve financial wellness among families and businesses in our communities and foster financial literacy in the communities we serve.

### MAKING AN IMPACT\*:

- 993M** Socially conscious financing to empower the underserved in our communities<sup>(5)</sup>
- 4,320** Participants in Amerant-sponsored financial literacy activities<sup>(6)</sup>

\* Footnotes 5 and 6 regarding metrics are included in the End Notes section on page 48. Numbers include data from Texas locations. Houston franchise was sold to a Texas-based financial institution on November 7, 2024.

The hands-on approach to educating about money demystifies financial management and sparks interest in future career pathways.

## ■ Jump-starting Financial Literacy in Our Local Community

A year after Amerant Bank and Overtown Youth Center unveiled a collaborative financial literacy initiative, results indicate the program has benefited local youth.

We pledged to leverage our financial expertise to bolster OYC Miami's mission of equipping young people with money management skills. The plan included designating a classroom for financial literacy workshops and integrating a principal bank representative on the center's board to help steer programming.

Fast forward to this summer, and the results are evident. During the Summer 2024 session, OYC Miami's Youth Internship Program delivered a series of hands-on learning experiences. The program provided multiple tracks — from civic engagement accelerators to entrepreneurship boot camps and traditional work experience placements — giving participants a well-rounded introduction to financial responsibility and career readiness.

### Real Jobs, Real Workplaces

OYC Miami has a long-standing commitment to comprehensive community support and outreach. Since its inception in 2016, the center has facilitated more than 500 paid job and internship placements for youth.

This year's summer initiative reinforced those numbers by engaging dozens of young participants in real-world financial planning and workplace exposure, a key step toward long-term economic stability for underserved communities.

Amerant Bank's early promise to "empower the next generation with essential financial skills" is mirrored in the practical outcomes observed in the summer program. Interns received direct financial literacy lessons, with guidance on budgeting, credit management, and investing. All were delivered by a Financial Ambassador assigned to the program. This hands-on approach demystifies financial management and sparks interest in future career pathways.



Tina Brown and Alonzo Mourning at OYC Miami.

In 2024, Amerant Bank committed more than **\$270,000** to help people in its communities achieve greater **financial literacy**.



## Dynamic Program Takes Root and Blossoms

The effect of the financial literacy program from its announcement to the implementation of diverse learning experiences marks a significant milestone. What began as a promise of financial empowerment has blossomed into a dynamic program offering both education and employment opportunities.

With plans to further expand financial literacy workshops and internship tracks in the coming year, both Amerant Bank and OYC Miami remain focused on building lasting financial acumen among the youth, a critical ingredient for long-term community prosperity.

By bridging educational gaps and providing practical experiences, the partnership aims to shape brighter futures for individual participants and set a new standard for community-based financial education in Miami.

## OYC Program Outcomes / Impact Summary

Financial Literacy Sessions	# of Students Served	# of Financial Literacy Sessions
Elementary January to June	315	13
Middle School January to June	130	9
High School January to June	110	10
Post High January to June	90	3
Elementary June to September	344	28
Middle School June to September	201	9
High School June to September	119	16
Post High June to September	40	4
<b>Total</b>	<b>1,349</b>	<b>92</b>

Youth Internship Program	Output/Outcome
# of youth ages 14-25 placed in summer internship/employment during Summer 2024	112
% of students placed in the summer internship/employment program with personal bank accounts	100%
% of students placed in paid internships/employment that met their savings goal	100%

### 2024 Financial Literacy Workshops # of Participants

• Centro Campesino	146
• The Women's Resource	89
• Credit Coalition	563
• Children's Home Society	21
• Urban League of Broward County	375
• Opa Locka CDC	95
• Dream 2 Lead	133
• Ingold Foundation Money Mini Camp	13
• Cristo Rey	3
• Neighborhood Renaissance	29
• Junior Achievement of South Florida	250
• Branches	260
• Overtown Youth Center	1,461
• Community Loan Fund	815
• Bring Your Child to Work Day	67

**TOTAL 4,320**





## Money Mini Camp Takes a Youthful Approach to Mature Subjects

Amerant Bank and Miami Dolphins fullback Alec Ingold presented Money Mini Camp, a one-day immersive learning experience, for young adults in the foster care system.

The Alec Ingold Money Mini Camp Series benefiting the SOS Children's Villages – Florida teaches foster teens and young adults the basics of financial literacy, resume building, and other areas needed to succeed outside the foster care system. One such topic, unfamiliar to many participants, was personal branding.

Personal branding is how an individual is seen, known, and perceived by others. It takes in everything from appearance and behavior to one's social media presence and professional reputation. Amerant Bank team members presented and explored the concept of personal branding with tips for young adults in the community.

Alec Ingold has a degree in Personal Finance from the University of Wisconsin and shares Amerant's drive to enhance financial literacy in the community.



*The Ingold Family Foundation is dedicated to cultivating environments of inspiration and motivation, connecting youth to community leaders, and fostering an ecosystem of excellence.*





# ■ Building Stronger Communities



## Building Dreams, One Home at a Time

Amerant Bank was thrilled to roll up our sleeves and join forces with local CEOs and business leaders at **Habitat for Humanity of Broward's annual CEO Build** event. Together, we worked to construct homes, strengthen our community, and help families move closer to achieving their dream of homeownership.

Leading the way were our Chairman and CEO, Jerry Plush, Habitat Broward Board Member and Amerant Bank COO, Carlos lafigliola, and our Head of Community Relations, Maria Olivera. Their hands-on involvement, along with their commitment to affordable housing, made a lasting impact.

We're incredibly proud to partner with Habitat for Humanity and so many inspiring leaders who share the same goal: building a brighter future for families in need.



## 15 Homes Over the Years

Groups of Amerant team members came together to build our 15th home with Habitat for Humanity of Greater Miami. From framing walls to landscaping, our team poured their hearts into this project.



The percentage by dollar amount of home mortgage and small business loans originated and purchased within the bank's CRA assessment areas is **76.7%** in 2024.

**\$24.5 million**

of mortgages and small business loans made to low and moderate income borrowers and businesses with revenues of \$1 million and under.

**100%**

of all community development loans are within the Bank's assessment areas, and 100% of these loans are within the broader statewide or regional area that includes the Bank's assessment areas.

In 2024, Amerant committed more than **\$1,000,000** in overall donations for CRA-qualified organizations in South Florida and the Greater Houston area that support and promote **affordable housing, economic mobility, health and social services, and financial independence** among diverse populations.

### Small Business Loans

(Businesses with gross annual revenues of \$1 million and under)

**\$17.5 million**

**33 Loans**

### Community Development Loans

**\$332.5 million**

**28 Loans**

**339 units of affordable housing supported**

**Number of low- and moderate-income individuals reached** through Amerant-sponsored financial education events with nonprofit partners

**4,320 individuals reached**





## Kiwanis of Little Havana and Amerant on the Green

Business leaders and executives grapple for spots to play in the Kiwanis of Little Havana Foundation’s “Putting for Education” Golf Classic each year.

Amerant Bank’s annual \$15,000 sponsorship of the Classic supports the organization’s scholarship program. **100% of the net proceeds from the annual Golf Classic go directly to scholarships.**

The Kiwanis of Little Havana Foundation has granted scholarships for worthy South Florida students since 1987. As of 2024, more than 500 students have graduated via the program, and currently 35 students are on scholarships. The program funds full and partial scholarships covering tuition and/or books at a public university in Florida.

These scholarships ensure that deserving youth in our community have the financial resources to pursue higher education and achieve their academic and career goals.



## Branches – Backpack event

Our community came together for a special cause at Branches’ 8th Annual Back to School Bash. This event, dedicated to supporting students in need, saw volunteers, including our Amerant Bank team members, who helped prepare 500 backpacks filled with essential school supplies. These backpacks are more than just bags; they are tools that will help ensure every Branches student starts the school year equipped for success.

*Branches provides life-changing opportunities to hardworking families and their children to help them break the cycle of generational poverty.*



## ■ Learning through Experience

At Amerant Bank, we take pride in empowering the next generation of professionals by offering hands-on opportunities through initiatives such as the **Cristo Rey Work Study program**, the **Junior Achievement of South Florida Youth Employment Program**, and the **CFT Future Bankers and Financial Professionals Camp**. These programs enable students to gain real-world experience, develop practical skills, and build confidence, setting a solid foundation for success in their careers and communities.



The Cristo Rey Corporate Work Study program breaks down the socioeconomic and cultural barriers that often inhibit individuals' future success. In 2024, Amerant Bank hosted four work-study Retail and International Banking interns. These students had the chance to connect the classroom to their careers. The interns contribute and strengthen their social and technical acumen as they develop awareness to pursue and excel in careers or industries they may not have otherwise considered.





# ■ Building Climate Resilience



Team members volunteering during Heat Beach Sweep.

## COMMITMENT

Our innovative products and services are designed to help our communities and customers address the unique impacts of climate change and environmental degradation, driving sustainable outcomes and financial gains.

## MAKING AN IMPACT\*:

- 406M** Environmentally conscious direct or indirect financing and investments<sup>(7)</sup>
- 8330** Participants in Amerant-sponsored environmental activities<sup>(8)</sup>
- 100%** Reduction/offset of Green House Gas (GHG) Scope 1 & 2 emissions (Baseline: 2,000 tCO<sub>2</sub>e) \*\*<sup>(9)</sup>

\* Footnotes 7-9 regarding metrics are included in the End Notes section on page 48.

\*\* Numbers include data from Texas locations. Houston franchise was sold to a Texas-based financial institution on November 7, 2024.



# ■ Sustainable Volunteerism Across Amerant

By uniting the prowess of a professional sports team and the influence of a respected banking institution, Amerant Bank and the Miami Heat are forging a win for environmental restoration. Their 14th Annual Heat Beach Sweep took tree planting and conservation seriously.

The event's blend of sport and environmental action proved that making a significant ecological impact is achievable with team spirit, dedication, and a shared vision. Volunteers from the Amerant Bank team and the Miami Heat planted trees within an endangered pine rockland in West Miami-Dade. The county target is to achieve a 30% tree canopy coverage by 2030.

Full of resolve and shovels in hand, volunteers planted more than 500 native trees under the guidance of the Division of Environmental Resources Management (DERM).

Tamiami Pineland Complex Addition serves as a critical habitat for a delicate, disappearing balance of biodiversity. It is a sanctuary for threatened species such as the Gopher Tortoise and the Bartram's Scrub Hairstreak Butterfly. A habitat with more trees will contribute to their survival.

In the long term, these newly planted trees – with more to come in the future – will absorb carbon dioxide, reduce greenhouse gases, and promote a more breathable local climate. The replenished canopy will provide cooling shade, reduce erosion, support better water quality in local rivers and streams, and offer shelter for wildlife.



The event's blend of sport and environmental action proved that making a significant ecological impact is achievable with team spirit, dedication, and a shared vision.



# Stay Strong Tampa Bay

In the wake of Hurricanes Helene and Milton, a dedicated team of Amerant volunteers in Tampa united to help the Gulf Coast recover. Armed with determination, they worked tirelessly to clean and restore affected areas. Their efforts not only brought cleaner surroundings and hope to a community striving to rebuild.

This team demonstrated the power of coming together during difficult times, showcasing the importance of supporting one another. The community is deeply grateful for their hard work and selflessness, as their actions serve as a reminder that even small contributions can make a big difference in the lives of others.



## Recycling Program in Miramar Operations Center



In 2024, we introduced a new Recycling Program at our Miramar Operations Center. This initiative featured the implementation of centralized collection points, which replaced individual desk-side bins. Our goal is to make recycling easier and more effective by utilizing single-stream recycling, allowing team members to place all recyclable materials in clearly marked containers without the need for sorting. This initiative is a reflection of our commitment to creating a cleaner, greener future. By improving recycling habits at work, we can inspire positive change that extends into our homes and communities.

To help team members understand the importance and benefits of recycling, how to recycle correctly, and how to promote recycling behaviors, over 300 Miramar team members completed an in-house-designed course.

## Data Collected from

35,244.810 KWHs  
Total Energy  
or

56,391.696  
Metric pounds  
of CO<sub>2</sub> saved

### CO<sub>2</sub> Emissions From:



2,819.6  
Gallons of  
gasoline



27,456  
Pounds of  
coal burned



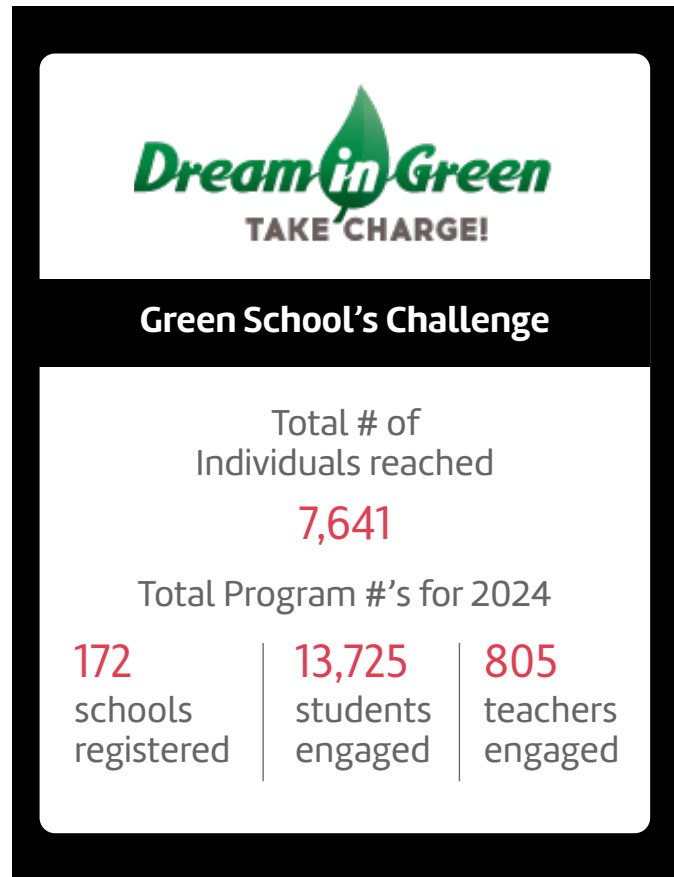
## Education and Environment Meet Head-and-Hands-On

Amerant increased its donation to \$10,000 in 2024 to support nonprofit Dream in Green's mission of empowering students to tackle environmental challenges affecting Florida's ocean and coast. The donation expanded the 2023–2024 Green Schools Challenge, which introduced 30 new sustainability lessons — from energy efficiency to food security — reaching 172 schools, 13,725 students, and 805 teachers across South Florida.

The grant also powered a dynamic Youth Eco-Summit, held during the National Water Dance at Key Biscayne Nature Center in partnership with Live Arts Miami. There, 40 students and 8 teachers shared their innovative green projects with 500 community members.

In addition, a Design & Build Competition, hosted with FIU's School of Architecture, brought together 22 high school teams from 14 schools. With \$2,500 in material grants, students built 3D models addressing future environmental challenges like sea level rise and flooding.

Overall, these spirited initiatives directly reached more than 15,000 individuals, celebrating environmental innovation and community leadership.



## Preparing the next generation to protect our beautiful Florida

During this year's **Give Miami Day**, we proudly contributed **\$100,000 to support organizations making a meaningful impact in our community and local environment**. Our donations went to Zoo Miami, Dream in Green, and the Everglades Foundation. All play vital roles in protecting and preserving South Florida's natural resources.

Additionally, we supported Voices for Children and Le Jardin Community Center, along with several other non-profits, to strengthen programs that benefit our neighbors and environment.

Together, we can continue to support local organizations and initiatives that lift up our neighbors and protect our environment.





## ■ Walk the Talk



Giving back during the Orange Bowl's Family Fall Festival.

### COMMITMENT

We lead by example.



## ■ Living Our Values

Members of a community support each other. They work together. They play together. They hold each other up in times of challenge. They build dreams together.

Since we formalized our Impact program, our involvement with civic programs and charitable efforts – seen through the lens of sustainability – has expanded exponentially. As always, Amerant people serve on community boards and develop personal, almost familial, relationships with the people and organizations they serve. Team members meet folks face-to-face at events.

We are coming to know and understand our communities better with every conversation. It might be a gritty workday or 5K run. It might be in a boardroom where needs are weighed and assistance allocated. Where there's community, there's opportunity.

Amerant is building a strong foundation for dreams to flourish.

The Amerant Bank 5K to benefit United Way Miami took participants through the city of Coral Gables and surrounding neighborhoods. As the presenting sponsor of this race for over 3 years, **in 2024, the 5K raised approximately \$95,000 towards United Way Miami programming.**



### Starting 'Em Off the Right Way

The United Way Miami Center for Excellence in Early Education is committed to enhancing early childhood education quality so all children have the best start in life. Research shows that quality early education promotes healthier, more productive futures.

- CAIT: Provides low-income educators with free training and tools, using Teaching Strategies GOLD® to develop tailored lesson plans.
- Educare Miami: A high-tech demonstration school serving children from 6 weeks to 5 years, focusing on research-based teaching and family engagement.
- Professional Learning Program: Offers courses, resources, and coaching to strengthen the skills of early childhood professionals.

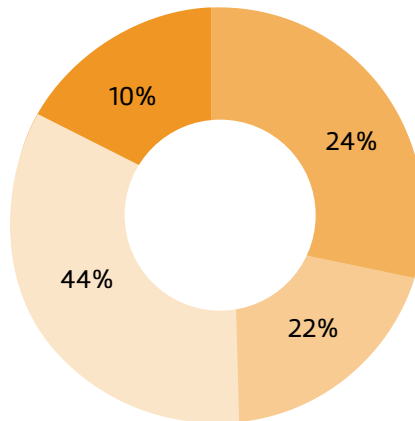
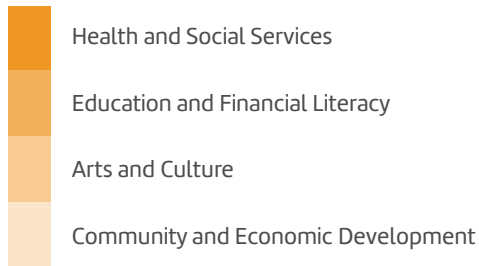
These initiatives empower educators, families, and community leaders to make a lasting impact on children's lives.

### Sharing Skills to Reach Financial Stability

United Way's Center for Financial Stability (CFS) gives hardworking individuals and families training and resources to develop financial resilience. This approach is based on research and proven success in our local community. Services are provided by experts in their fields, both in-person at three locations around Miami-Dade County, including Branches and virtually. Services include one-on-one financial counseling, credit counseling, debt management, tax preparation, and employment and legal assistance. They also help with home, auto, and small business loans.

In 2024, Amerant invested over \$2.1 million in community giving.\*

Percentages for the four categories:



## Veteran Strong: Our Commitment in Action

Honoring those who've served isn't just a sentiment — it's a commitment. In 2024, we continued to demonstrate that commitment through a series of initiatives aimed at uplifting and recognizing veterans across South Florida.

Through our **Saves for Vets program** with the Florida Panthers, every moment of excellence on the ice became a moment of support for our heroes. For every "save" made by a Panthers goalie during the regular season and playoffs, Amerant donated \$40 to veteran-focused nonprofits. The result: a season full of purpose, turning game-day heroics into real-world impact — with **\$105,040 to support those who bravely served our country.**

To bring that spirit of gratitude to life, **Amerant proudly donated 250 tickets to local veterans and first responders for Game 4 of the Panthers playoffs at Amerant Bank Arena.** In partnership with community organizations like Mission United, Deliver the Dream, and the U.S. Coast Guard Miami Sector, we made sure these deserving individuals experienced the thrill of playoff hockey — because moments of joy are just as vital as acts of service.



And on the baseball diamond, our **Marlins Saves presented by Amerant** campaign continued the mission. Every save by a Marlins pitcher at loanDepot park meant more than a win — it meant a direct contribution to the Miami Marlins Foundation, whose programming empowers youth through health, education, and leadership initiatives, many of which support military families.

These initiatives are more than partnerships — they're reflections of our values. At Amerant Bank, walking the talk means turning passion into purpose, pride into progress, and saves into something that truly matters.





# Empowered to Lead, Succeed, and Inspire

At Amerant Bank, supporting women's growth and leadership is a natural extension of who we are. We believe that fostering an inclusive environment — where women are empowered to lead, succeed, and inspire — is key to building a stronger organization and community. Through meaningful actions, we continue to nurture gender equity within our teams and beyond.

Today, women represent 46% of Amerant's middle management leadership — a reflection of our commitment to fostering leadership and opportunity from within. But empowerment at Amerant extends far beyond our own walls.

We take great pride in amplifying the voices and achievements of the **talented women leading the way at Amerant** — through social spotlights, media placements, and industry awards that recognize the impact of our executives and relationship managers in shaping the future of banking.

From the boardroom to the playing field, **Amerant Bank is committed to creating space, opportunities, and visibility for women to thrive.** Because when women rise, communities rise with them.

46% of our team members at manager level or above are **women.**

As featured in

**SOUTH FLORIDA BUSINESS JOURNAL**

Meet The 2024 40 Under 40 Honorees



**Sharymar Calderon**  
EVP/CFO, Amerant Bank

**AMERANT BANK**



**AMERANT BANK**

Congratulations to Mariola Sanchez, Chief People Officer at Amerant Bank, for being appointed to the Board of Directors of the Overtown Youth Center.

Kudos, Mariola!



**AMERANT BANK**

Congratulations to Tairis Alsina, Head of Private Client Group, for being appointed to the Board of Directors of United Way of Broward County and Business for the Arts of Broward.

Kudos, Tairis!

As featured in

**40 Years MIAMI TODAY**

As financial services grow, job applicants can't meet demand

Written by Christine Lopez on March 15, 2024



**AMERANT**

In 2024, we became the **Official Bank of Fort Lauderdale United FC**, South Florida's only professional women's soccer team. As part of the inaugural USL Super League season, this partnership champions not only women's sports, but also youth development and community inclusion—key values that mirror our mission. We're proud to stand alongside the players as they break barriers and inspire the next generation of athletes.



That same spirit is reflected in our **brand ambassador, Averee Dovsek**, a top-ranked long drive golf professional and rising star in women's sports. Her drive—on and off the course—embodies the excellence and determination we aim to elevate through every partnership.

## Expansion and Growth: Building Community

Growth means more than increasing our footprint — it means deepening our roots. Every new office, every new regional office and banking center is a testament to our commitment to fueling local economic development and expanding access to relationship-driven financial services across the communities we serve.

In 2024, we proudly opened the doors to several key locations, starting with our first full-service banking center in **Tampa**, located in the heart of the Westshore Business District. This vibrant space, coupled with a regional corporate office in the same building, strengthens our presence in the Tampa Bay area and brings our comprehensive suite of banking solutions to more individuals and businesses in the region.



Further south, we expanded in Broward County with the opening of a new banking center on **Las Olas Boulevard** in Fort Lauderdale — an area known for its entrepreneurial spirit and dynamic energy. This was followed by the launch of our Broward County **regional office in Plantation**, now home to key business lines driving growth and supporting local economic development.



We also celebrated the opening of our **Downtown Miami Banking Center**, located in Met Square at the heart of one of the nation's fastest-growing urban corridors. With a focus on convenience, visibility, and innovation, this location brings full-service banking and cutting-edge digital tools to residents and businesses in the thriving Brickell and Downtown Miami communities.

Together, these openings reflect Amerant's forward-thinking vision—to grow with our communities, invest in their future, and ensure we are present where our customers live, work, and build their dreams. This is how we walk the talk — by showing up, building trust, and contributing to the vitality of every market we serve.



# Culture, Community, and Champions Connect

Building a strong, recognizable brand isn't just about visibility—it's about creating meaningful connections with the people and communities we serve. In 2024, we continued to expand our presence through bold campaigns, strategic partnerships, and authentic storytelling that brings our values to life.



We reintroduced our **Imagine Tomorrow** campaign with a fresh, emotionally driven twist: **Kiss Your Old Bank Goodbye**. This light-hearted, memorable message welcomed new customers in Tampa, Downtown Miami, and Las Olas—inviting them to experience banking reimaged.

Whether opening a savings account for a milestone or securing a business loan to chase a dream, this campaign made it clear: Amerant is here to support your journey.

To further connect with our communities, we welcomed two **new brand ambassadors** – **Raheem Mostert**, star running back in the NFL, whose determination and heart reflect our own mission to serve with purpose. Joining him is **Averee Dovsek**, a powerhouse in women's golf long driving and media, who champions female entrepreneurship and financial empowerment—values we proudly stand behind.

We also launched a high-impact campaign with Florida Panthers superstar **Matthew Tkachuk**, spotlighting our co-branded debit card and expanding our presence in Broward County during the NHL playoffs and Stanley Cup Championship run.

And through our **Official & Hometown Bank partnerships with the Tampa Bay Rays, Miami Marlins, Miami Heat, and Fort Lauderdale United FC**, we're not just gaining exposure — we're embedding ourselves in the heart of local culture, supporting youth sports, women's athletics, and community development.



From the Ivy Wall at loanDepot park to the **Stanley Cup photo ops with our Panthers partners**, we're creating unforgettable experiences that strengthen relationships and deepen trust. Because at Amerant Bank, expanding our brand is not about recognition, it's about resonance. It's how we *Walk the Talk* and continue becoming the bank of choice in every market we serve.

Our reach continues to grow across cultures, too. As presenting sponsor of **Latinos in Sports**, and in partnership with **Sedano's**, we celebrated Latino heritage through storytelling, art, and action—distributing 40,000 reusable bags designed by our own team member, Alexis Dominguez, and raising funds for local families in need.



# ■ Stepping Out to Lead in Our Community

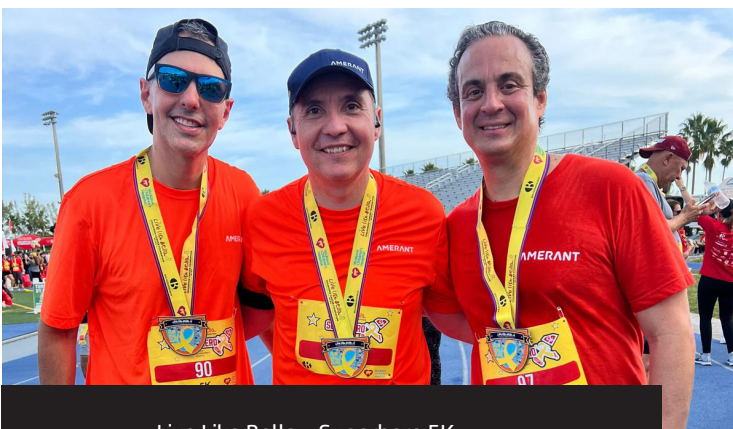
Leaders at Amerant serve as advocates and authorities for the community across diverse sectors, engaging actively in a variety of charitable boards. They cultivate connections in the community, pinpoint overlooked requirements, and help create strategies to make improvements. The organizations they support enhance early childhood education, improve financial understanding, promote community health, ensure the availability of low-cost housing, and support small businesses.



Bounce Back from Cancer



Santa Hats at Joe DiMaggio Children's Hospital



Live Like Bella - Superhero 5K

## South Florida

### Team Member

Andrew Oberman  
*Private Client Group*

Armando Fleitas  
*Chief Accounting Officer*

Carlos Iafigliola  
*Chief Operating Officer*

Carlos X. Ramos  
*Corporate Banking*

Carole Wright  
*Private Client Group*

Christina Stubbs  
*Private Client Group*

Collin Hughes  
*Corporate Banking*

Hernan Millan  
*Consumer Banking*

Ivonne Dorrego  
*Credit*

Jerry Plush  
*Chairman & CEO*

Juan Esterripa  
*Commercial Banking*

Laura Rossi  
*Investor Relations*

Madelayne Cordero  
*Trust*

Maria Olivera  
*Community Relations*

Mariola Sanchez  
*Chief Administrative Officer*

### Organization

Actors Playhouse at the Miracle Theater  
*Board of Directors*

Salvation Army of Broward  
*Advisory Board*

Habitat for Humanity of Broward  
*Board of Directors*

United Way Miami  
*Investment Committee*

Breakthrough Miami  
*Board of Directors*

Deering Estate Foundation  
*President*

For a Bright Future Foundation  
*Board of Directors*

Heart of the Game  
*Board of Directors*

American Lung Association  
*Board of Directors*

Voices for Children  
*Board of Directors*

Ronald McDonald House Charities of South Florida  
*Board of Directors*

Orange Bowl Committee  
*Board of Directors*

Broward Workshop  
*Board of Directors*

Greater Ft. Lauderdale Alliance  
*CEO Council*

FIFA 2026 Host Committee

Florida Council 100

Big Brothers Big Sisters Miami-Dade  
*Board of Directors*

Coral Gables Community Foundation  
*Board of Directors*

Step Miami  
*Board of Directors*

La Salle High School  
*Board of Directors*

Le Jardin Community Center  
*Board of Directors*

Overtown Youth Center  
*Board of Directors*

Center for Financial Training  
*Board of Directors*



Team Member	Organization
Mary Ann Cruz <i>Compliance</i>	Branches Inc. <i>Board of Directors</i>
	Camillus House <i>Young Leaders</i>
Mayra Mesa <i>Private Client Group</i>	Key Biscayne Rotary Foundation <i>Board of Directors</i>
	Key Biscayne Rotary Club <i>Board of Directors</i>
	Key Biscayne Woman's Club <i>Board of Directors</i>
Mike Nursey <i>Board of Directors</i>	Special Olympics of Florida <i>Board of Directors</i>
	American Cancer Society West Fla <i>Volunteer Leadership</i>
	University of Tampa <i>Athletics Comm Chairman</i>
	Tampa Economic Development Council <i>Board of Directors</i>
Olivia Catrone <i>Private Client Group</i>	Tampa Connection <i>Board of Directors</i>
	More Health Inc. <i>Board of Directors</i>
Orlando Garcia <i>Private Client Group</i>	Jr. Orange Bowl Committee
	Kennedy's Kids <i>Board of Directors</i>
	Ingold Family Foundation <i>Board of Directors</i>
Orlando Gonzalez <i>Corporate Security</i>	Financial Institution Security Association <i>Board of Directors</i>
Pablo Lau <i>Retail Credit</i>	Kiwanis of Little Havana <i>President</i>
Pedro Parra <i>International Banking</i>	Center for Financial Training Intl' <i>Board of Directors</i>
Robert Lopez <i>Special Assets</i>	Habitat for Humanity of Miami <i>Board of Directors</i>
Sharymar Calderon <i>Chief Financial Officer</i>	Zoo Miami Foundation <i>Board of Directors</i>
Sterling Harrell <i>Broward Market President</i>	Ft. Lauderdale Alliance <i>Governor's Circle</i>
Tairis Alsina <i>Private Client Group</i>	United Way Broward <i>Board of Directors</i>
	Business for the Arts Broward <i>Board of Directors</i>
Teresa Tundidor <i>Asset Based Lending</i>	Florida Export Finance Corporation <i>Board of Directors</i>
Yvonne Boucugnani <i>SBA Lending</i>	Coral Gables Chamber of Commerce <i>Board of Directors</i>



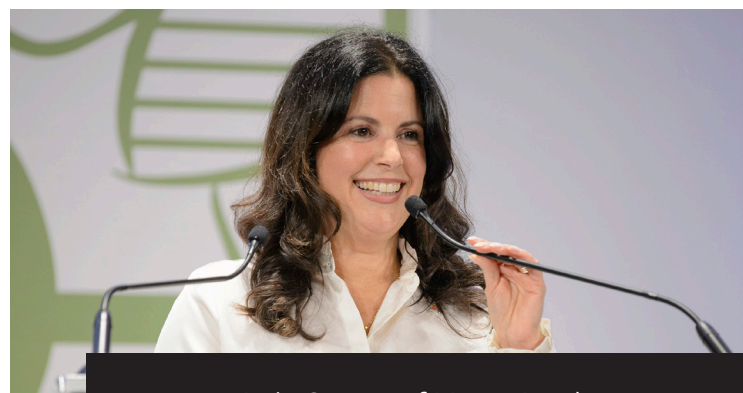
Noche Super Buena at Centro Mater Hialeah



Fight for Air Climb – American Lung Association



Camillus House Art Therapy Reception



In the Company of Women Awards



Lobby of our Regional Office in Tampa, FL.

## COMMITMENT

We uphold our commitment to sound governance, business ethics, and compliance.

## MAKING AN IMPACT\*:

**37.5%** Women on the board of directors.<sup>(10)</sup>

**50%** Diverse representation on the board of directors.<sup>(11)</sup>

\* Footnotes 10-11 regarding metrics are included in the End Notes section on page 48.



# ■ Corporate Governance and Transparency

Our Board of Directors is core to Amerant's commitment to integrity. Through its Corporate Governance, Nominating and Sustainability Committee, the Board also has direct oversight of the Impact Program and receives Impact progress reports at least once each quarter.

## Duty of care, duty of loyalty

Directors must act in good faith, fulfilling their duties of care and loyalty towards our Company and its shareholders. They are required to make independent, sound decisions believed to benefit Amerant and its shareholders.

The Board monitors adherence to safe banking practices, ethical standards, and policies, while its Risk Committee oversees the establishment and implementation of a risk governance framework in accordance with regulatory standards. It monitors risk activities to ensure management compliance with this framework. Directors depend on the integrity and expertise of senior management, advisors, and auditors for fulfilling their responsibilities, but also rigorously review their recommendations and decisions. The Board sets Amerant's strategic direction and approves its annual financial and business plans, which senior management develops and implements. The Board, with senior management, periodically reviews these plans to track progress and decide on necessary adjustments, applying the same level of scrutiny to major changes in the company's Impact goals.

The committees of the Board are the Audit, Compensation and Human Capital; Corporate Governance, Nominating and Sustainability; and Risk Committees. These assist in the oversight of the areas for which they have responsibility. The Board strives to ensure it is composed of effective leaders and that its members have an appropriate mix of skills, experience, and viewpoints. The annual evaluation of the Board, its committees, and the directors is a key tool the Board uses to achieve this commitment. In this multi-phase process, the Board and each committee conduct their own evaluations. Each committee reports the results of its evaluation to the Board. These evaluations generally include an assessment of the Board's and each committee's structure and procedures, as well as an assessment of its overall effectiveness. Further, the Corporate Governance, Nominating, and Sustainability Committee periodically evaluates each director to determine whether they are performing their functions effectively. Reports with the results of these individual evaluations are shared with each Director, and the Lead Independent Director holds individual meetings with each Director to discuss the findings as well as any opportunities for improvements, if applicable. The charters of the Audit, Compensation and Human Capital, Corporate Governance, Nominating and Sustainability, and Risk Committees are available on the Amerant website.



Team members in Miramar Operations Center during a quarterly town hall.



### Risk Committee

Oversees the Company's enterprise risk management framework. In addition, the Risk Committee evaluates, monitors, and makes recommendations for setting our overall risk appetite and oversees management's responsibility for maintaining operational controls and procedures designed to ensure that the Company's various business activities function within the risk appetite and tolerance established by the Board.



### Audit Committee

Monitors risks associated with financial reporting, accounting practices and policies, procedures, disclosures, and the internal controls over financial reporting as well as regulatory compliance risk. The Audit Committee meets periodically in joint session with the Risk Committee to review the enterprise risk management framework.



### Corporate Governance, Nominating, and Sustainability Committee

Responsible for overseeing risks related to the independence of our Board as well as potential conflicts of interest facing our directors and executive officers. It also oversees risks related to governance and sustainability.



### Compensation and Human Capital Committee

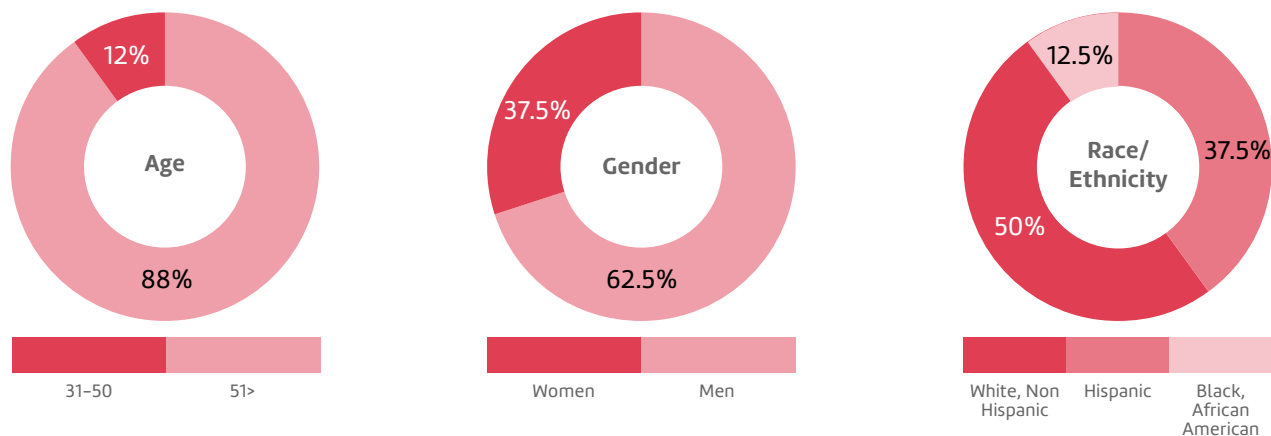
Primarily responsible for developing and providing for the administration of the Company's compensation policies and programs for Executive Officers and overseeing the development, implementation, and effectiveness of the Company's human capital management policies and practices. The committee is also responsible for assessing any risks associated with our compensation policies, plans, programs, and practices, and particularly for ensuring that these are designed in a manner that does not encourage inappropriate or excessive risk by our team members.

## A Board That Reflects the Communities We Serve

Our world is increasingly diverse. Amerant's Board of Directors must reflect this diversity in gender, race, ethnicity, range of perspectives, and broad professional experience. Individual directors apply their unique and varied frames of experience and reference to governance and operational decision-making. Such diversity is vital to effective, forward-thinking oversight of the company.

As of December 31, 2024, the Board was composed of nine Directors. They have unique skills and backgrounds which, when combined, produce a complementary balance and richly diverse points of view. The average tenure of Directors was 10.78 years. Seven directors are independent under the NYSE listing standards, also reflected in our Corporate Governance Guidelines.

On 12/31/2024 • Non-Executive Board Members\*: 8



Footnotes regarding metrics are included in the End Notes section on page 48.

# ■ Responsible Supply Chain

## Hand on the Guardrail: Procurement and Third-Party Risk

The procurement department plays a crucial role in identifying and mitigating third-party risks by incorporating risk-based logic into vendor selection, contract terms, and ongoing monitoring processes.

Those risks include reputational risk, legal and regulatory compliance, environmental risks, social risks, and governance risks.

## 2024 Yielded a Trove of Baseline Data

In the world of Procurement and Third-Party Risk, 2024 was the year of gathering data and capturing key metrics using data to drive decisions.

Expanded workflows in the KissFlow system allow for tracking spending against suppliers and contracts, and also enable enhanced reporting.

KissFlow, launched in 2023, provided greater efficiency in 2024 and helped us understand, identify, and capture information. The result is a baseline of 27 minority-owned suppliers in 2024.



Team members in Miramar Operations Center during a quarterly town hall.

## Business Continuity Planning for Disaster Relief and Recovery

Weather events that disrupt business happen every year. Other incidents, such as widespread system failures or civil unrest can occur. Whatever happens, Amerant's comprehensive Business Continuity Program has prepared the Bank to be resilient in the face of a challenge to its continuing operations.

Amerant's best-practice business continuity program meets all the requirements set by the Federal Financial Institutions Examination Council (FFIEC). The Business Continuity program demonstrates expertise and collaboration in action. The program receives direction from Amerant senior leadership, with oversight, governance, and compliance driven by the Business Continuity Committee and Board of Directors. Implementation – getting the job done – is handled

through a Business Continuity Program Office led by the Operational Risk and Business Continuity Manager. Specialized teams drawn from staff all over the company contribute their expertise. Teams have specific roles and responsibilities to implement resilient capabilities and to support a resumption of mission-critical processes in the event of a disaster.

Teams include: the Chief Information Security Officer and his staff, the Executive Response Team and the supporting teams – Technology, Site, Business Recovery, Human Resources, Business and Communications teams.



# Ethics, Compliance and Risk Management

## **In Both Letter and Spirit**

Fair and responsible banking is a cornerstone of Amerant's corporate values. All products are reviewed by our compliance team to ensure alignment with applicable consumer protection laws and UDAP, which regulates Unfair, Deceptive, or Abusive Acts or Practices. Amerant's commitment to lend fairly and responsibly helps drive the product life cycle, from product development, advertising, and marketing to training. Our marketing efforts represent Amerant products and services fairly and truthfully and disclose the associated costs and fees honestly and transparently. We strive to make our disclosures clear and understandable. Team members receive ongoing education on fair and responsible banking rules and regulations, as well as on internal fair housing and fair banking policies.

Our compliance posture and fair lending foundation are central to achieving our vision to be a bank that people value and trust.

## **Code of Business Conduct**

The Amerant Code of Conduct and Ethics states that every Amerant team member must treat all customers fairly and consistently throughout the banking relationship, from account opening to account closing, and at all points in between. Team members receive education on and reacknowledge this Code every year.

## **Reporting Process for Critical Concerns**

Team members are empowered to ask questions or report violations of the Code freely and without concern of retaliation. We have an open-door policy that encourages colleagues to approach their division head, immediate supervisor, or Human Resources with ethical questions or concerns. Team members may also report violations through the intranet portal, as well as an Ethics and Compliance Hotline, which operates 24 hours a day, 7 days a week, and is run by an independent, third-party provider.

## **Key Commitments in Code of Conduct**

- Honest and ethical conduct, including ethical handling of actual or apparent conflicts of interest between personal and professional relationships.
- Full, fair, accurate, timely, and understandable disclosure in all public communications, including reports and documents that we file with the U.S. Securities and Exchange Commission (SEC).
- Compliance with all applicable laws, rules and regulations.
- Prompt internal reporting of violations of this Code, and protection of persons who report violations of this Code, violations of any law, rule or regulation, or any questionable accounting practice.
- Accountability on the part of all team members for adherence to this Code.

## **Collaboration for Informed Risk Management**

Amerant prioritizes transparent and collaborative risk management. Our front-line units, Risk Management, and Internal Audit teams work hand-in-hand to ensure responsible risk-taking practices. This collaborative approach provides the Board with a comprehensive picture of our risk profile. Additionally, both Risk Management and Internal Audit have unrestricted access to the Board, allowing them to independently communicate critical risk assessments, findings, and recommendations. This ensures informed decision-making at the highest levels of the company.



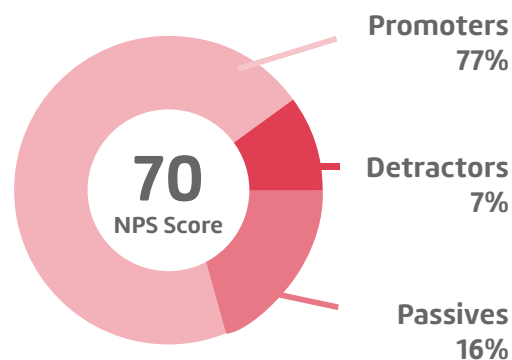
Tampa Regional Office Board Room.

## ■ Customer Service and Satisfaction

### A Year of Progress

In November 2023, Amerant Bank undertook a major core banking system transition, migrating online banking, mobile banking, and various digital infrastructures to enhance the customer experience. As with any large-scale digital transformation, customers felt the impact, leading to a five-point drop in our Net Promoter Score (NPS) by April 2024.

At Amerant, we are committed to innovation, quality, efficiency, and, most importantly, customer satisfaction. Recognizing the NPS decline, we prioritized addressing key concerns identified in customer feedback—specifically in online and mobile banking functionality, as well as customer follow-up.



Our strategy delivered results. By the end of 2024, we achieved a 7-point increase in NPS, surpassing our previous year's score of 68. This improvement was driven by:

- 25% increase in customer satisfaction with our digital capabilities
- A 100% improvement in client satisfaction with our interest-bearing products

While this progress is significant, our commitment to continuous improvement remains unwavering. In 2025, we are focused on further enhancing our online and mobile banking platforms and expanding our presence with new banking centers in key markets.

By staying responsive to customer needs and investing in innovation, Amerant continues to raise the bar for exceptional banking experiences.

## Check Fraud Workshop is a Win for Amerant's BSA Team

A bank's BSA unit protects its clients and institutions from financial fraud.

In July, the Amerant Bank BSA Team hosted the ACAMS South Florida Chapter's "Mini-Workshop" on Check Fraud at our Operations Center in Miramar. ACAMS is the Association of Certified Anti-Money Laundering Specialists, an organization of professionals in this field.



The event brought together more than 70 individuals for an in-depth discussion on national and South Florida check and money order fraud trends, typologies, and effective strategies for prevention, detection, and combating these illicit financial activities.



Eduardo Solorzano, SVP and Corporate BSA Officer, opened the workshop, setting the tone for valuable knowledge sharing and collaboration. Ricardo Velez, FVP, Fraud Prevention Manager, one of the panelists, highlighted the crucial role financial institutions play in protecting clients and mitigating risks associated with check fraud.



# ■ Data Security and Privacy

## Shielding Customer and Company Information

Amerant protects its systems with a multifaceted Information Security Program (ISP). The company is focused on safeguarding company data, customer data, and the systems that collect, process, and maintain this information. The ISP was developed and implemented to:

- Ensure the confidentiality, integrity, and availability of customer and institutional information.
- Protect against any anticipated threats to the security or integrity of such information.
- Protect against unauthorized access, use, disclosure, modification, damage, or loss that may result in substantial harm or inconvenience to Amerant or its customers.

The ISP accomplishes this with:

**Governance:** Maintaining an information security governance structure that enables collaboration and support for information security initiatives.

**Prevention, Detection, and Response:** Providing recommendations and techniques for security measures that safeguard Amerant's systems and information, as well as establishing and maintaining an incident response plan aligned with the organization's risk profile.

**Security Review and Monitoring:** Validating and monitoring security in IT systems, critical functions, products, and services, forming the basis for continuous improvement.

**Awareness:** Educating customers and team members about information security risks, vulnerabilities, threats, and security policies.

## Enhancements Made in 2024

Financial Institutions are sensitive to data privacy because these companies need to share customers' personal information to perform their everyday business services. A comprehensive Data Privacy Program was developed and implemented in 2024 to accomplish this, respecting all legal and ethical guidelines.

The Data Privacy Program enhanced the visibility of the control environment of customer privacy information, customer notices, and consents. It reinforces Amerant's commitment to data protection and is intended to boost trust among customers, regulators, and the public. Regular reviews and updates of privacy laws are essential to address evolving data privacy challenges and regulatory requirements.

## Education and More Education

Security Awareness program expanded in 2024, including team members and customers. Cybersecurity risks and current threats were communicated to customers and team members, providing tips on avoiding these attacks.

Our Information Security team receives training through active participation in finance and banking security forums, such as FS-ISAC, Cyber Risk Institute, ISACA, and MBCA.

## Sensitivity to Data Privacy

All financial companies need to share customers' personal information to perform their everyday business services. Amerant is committed to protecting the privacy of customer information and maintaining industry-standard levels of security that comply with federal and state law. We have developed a list of instances in which data is shared and with whom. There are special procedures designed to allow customers to limit these data-sharing processes. This information is included in the Data Privacy Notice and the Digital Privacy Policy.

# Reconciliation of Changes 2024 vs 2023

As part of the evolution of Amerant's Impact program, changes in targets have been made to best reflect where the program is today, as explained below:

## Changes to Report

1. In previous versions of this report, each Impact pillar included a chart outlining associated goals, metrics, and targets. We have updated the structure to enhance clarity and emphasize progress. Instead of a consolidated chart, we have embedded actual results and performance metrics directly into the title page of each pillar. Goals and targets continue to be tracked internally.
2. The metric, "Be carbon neutral in our operations," has been removed from our goal, "Future Proof our Business for long-term environmental sustainability," in alignment with the evolution of our program.

## End Notes

(1) Underrepresented defined as ethnicities/races that are less represented within Amerant's workforce vs. census data for the communities where we serve. "Hispanic" and "white" are not included in this metric as both will grow organically due to our presence in certain markets. Data collected voluntarily at the time of employment as per the Equal Employment Opportunity Commission (EEOC).

(2) Based on workforce statistics that measure the number of women in Executive/Senior Level Official and Manager Job Classification as per EEO-1 Job Classification.

(3) Full team member engagement survey performed every other year, with a pulse engagement survey in off years. The Bank engages an independent party to conduct surveys.

(4) Fair pay gap defined as the difference in pay between men and women capturing differences across many possible dimensions, including worker education, experience, and occupation/role. When the gender pay gap is calculated by comparing all male workers to all female workers – irrespective of differences along these additional dimensions – the result is the 'unadjusted' pay gap. On the contrary, when the gap is calculated after accounting for underlying differences in education, experience, etc., then the result is the 'adjusted' pay gap. To establish a baseline for this metric, in 2023 the company conducted a first high-level 'adjusted' assessment, which included gender gap across occupation/role and was validated by an independent party. The company will further this analysis to include additional dimensions impacting this metric.

(5) Based on residential consumer loans to low- and moderate-income borrowers, and small business loans in the amount of \$1 million and under for companies that have gross annual revenues of \$1 million or less. This amount also includes community development loans over \$1 million that have as their primary purpose community development, e.g., loans toward affordable housing projects, loans to revitalize and stabilize communities, SBA loans, etc., as well as any CRA-eligible investments. Reported annual volumes and targets are cumulative since program inception in 2022.

(6) Based on impact and participation reports provided by education partners. This type of education includes, but is not limited to, financial literacy workshops, first time homebuyer workshops, small business information, credit counseling, etc.

(7) Investment eligibility based on certification by a reputable organization. Loan eligibility based on the customer's intended use of funds or green certified facility to directly or indirectly build climate resilience. Reported annual volumes and targets are cumulative since program inception in 2022.

(8) Amerant-sponsored environmental activities during 2024, directly or through partners.

(9) Reduction/offset of scope 1 and 2 emissions, based on independent GHG inventory conducted by Aclymate. Scope 1 emissions are only from fuel used by corporate vehicles as none of Amerant facilities use fossil fuels directly. Scope 2 emissions are exclusively from Florida facilities where we currently do not have bundled electricity RECs. Calculation uses a market-based accounting that permits for the use of RECs in emissions calculations for Texas.

(10) Calculated based on non-executive members following self-identification of board members. Women representation (3:8).


(11) Calculated based on non-executive members following self-identification of board members. Diverse representation defined as any race other than White. Minority racial/ethnic representation (4:8)







# SASB Metrics

## Sustainability Accounting Standards Board (SASB) Index

As recommended by the SASB materiality finder, Amerant is disclosing in alignment with the most recent SASB Commercial Banking industry standard, dated October 2018, and such disclosure will likely evolve over time. Certain information is not disclosed because it is not considered material, it is







privileged or confidential, or it could cause a competitive disadvantage if disseminated. All data is as of and for the year ended 12/31/24, unless otherwise noted.

 Fully Reporting
  Partially Reporting
  Not Reporting



Commercial Banking				
	Code	Metric		Reporting Response
Data Security	FN-CB-230a.1	1. Number of data breaches, 2. Percentage involving personally identifiable information (PII), 3. Number of account holders affected		1. Amerant had 0 cybersecurity incidents in 2024 2. N/A 3. N/A
	FN-CB-230a.2	Description of approach to identifying and addressing data security risks		• 2024 Impact Report Page 47: Data Security and Privacy section  • Amerant Security Center  • Dec 31, 2024 10-K Page 14: Information Technology Systems section Page 25: Privacy section
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		Outstanding Loans Qualified: 1. 1,187 Loans 2. \$1,208,901,836
	FN-CB-240a.2	1. Number and 2. Amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development		Past Due: 1. 84 Loans 2. \$9,979,285  Non-Accrual: 1. 23 Loans 2. \$6,046,556
	FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers		Amerant offers all of its customers a Value Checking product which allows customers to avoid a \$5 monthly fee by enrolling in online statements or monthly direct deposit, or completing four debit card transactions per statement cycle. It also includes free services such as online banking and bill pay. Amerant also offers Student Checking accounts which allows customers to avoid a \$5 monthly fee by enrolling in online statements. Amerant recorded 10,926 Value Checking accounts and 75 Student Checking accounts. NOTE: Overdraft fees are waived for overdrafts up to \$100.
	FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers		In 2024, 4,320 individuals participated in financial literacy programs sponsored by Amerant through partnerships with Non-Governmental Agencies that help reach the underserved communities. These numbers are tallied and sourced from impact reports or rosters provided by the agencies we collaborate with.



## Commercial Banking (Cont'd)

	Code	Metric		Reporting Response
Incorporation of Sustainability Factors in Credit Analysis	FN-CB-410a.1	Commercial and industrial credit exposure, by industry		<ul style="list-style-type: none"> <li>Dec 31, 2024 10-K Page 101: Composition of loans held for investment by industry segment under the Management's Discussion and Analysis of Financial Condition and Results of Operations section.</li> </ul>
	FN-CB-410a.2	Description of approach to incorporation of Sustainability factors in credit analysis		In 2024 a framework was created and Environmentally Conscious Loan (ECL) fields were programmed into Amerant's loan origination system. These fields have allowed Amerant to track Sustainability factors in the credit analysis process.
Business Ethics	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		<ul style="list-style-type: none"> <li>There have been no losses resulting from legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry law or regulations.</li> <li>Dec 31, 2024 10-K Page 68: Legal Proceedings section</li> </ul>
	FN-CB-510a.2	Description of whistleblower policies and procedures		<ul style="list-style-type: none"> <li>Code of Conduct and Ethics</li> </ul>
Business Ethics	FN-CB-550a.1	Global Systematically Important Bank (G-SIB) score by category		Not applicable to Amerant
	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		<p>(1) Amerant performs an annual capital stress testing with the federal reserves' CCAR scenarios published every February to estimate the impact to Capital ratios and Net Income for the following nine quarters, consistent with CCAR exercise. The results are used in capital planning, risk appetite definition and in strategic planning. (2) Currently looking for Sustainability data/scenario providers to model impacts to our portfolio (3) Disclosed internally to the Board of Directors and regulators.</p>

## Activity Metrics

	Code	Metric		Reporting Response		
Deposits & Loans	FN-CB-000.A	1. Number and 2. Value of checking and savings accounts by segment: a. personal b. small business			Number	Value (Amount \$)
				Personal Checking accounts	46,165	1,199,133,407
				Small Business Checking accounts	4,197	132,400,732
				Personal Savings accounts Small	11,969	236,451,889
				Business Savings accounts	44	1,114,288
	FN-CB-000.B	1. Number and 2. Value of loans by segment: a. personal b. small business c. corporate			Number	Value (Amount \$)
Loan for Personal (Exclude Mortgage or Revolving Credit)				2,807	656,911,060	
Loan for Small Business (Exclude Mortgage or Revolving Credit)				562	70,499,946	
Loan for Corporate (Exclude Mortgage or Revolving Credit)				786	2,196,527,842	

## About this Report

This report outlines our Impact initiatives, activities, progress, metrics and performance for January 1, 2024, through December 31, 2024, unless otherwise noted, and the disclosures included in this report are being provided for the purpose of transparency given the increasing stakeholder interest in these matters. Certain information provided in this report is intended to be responsive to the Sustainability Accounting Standards Board Standard for the Commercial Banking Industry and should not be relied on for any other purpose. Our approach and procedures to the disclosures included in this report are different from our approach and procedures to disclosures included in mandatory regulatory reporting, including under SEC regulations. Our inclusion of information in this report should not be construed as an admission as to the materiality of such information for purposes of applicable securities laws or as used in the context of financial statements and financial reporting. This report was not audited by any third party.

## Forward-Looking Statements

Certain statements made in this report are not statements of historical fact and constitute “forward-looking statements” within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and are subject to the safe harbor created thereby under the Private Securities Litigation Reform Act of 1995. These statements are often, but not always, made through the use of words or phrases such as “anticipate,” “aspire,” “assume,” “believe,” “budget,” “can,” “contemplate,” “continue,” “could,” “estimate,” “expect,” “forecast,” “foresee,” “goal,” “hope,” “indicate,” “intend,” “may,” “might,” “outlook,” “plan,” “project,” “projection,” “predict,” “prospect,” “potential,” “roadmap,” “seek,” “should,” “target,” “will,” and “would,” or the negative versions of those words or other comparable words of a future or forward-looking nature. Forward-looking statements are based upon management’s expectations as well as certain assumptions and estimates made by, and information available to, management at the time such statements were made. Forward-looking statements are not historical facts, are not guarantees of future results or performance and are subject to certain known and unknown risks, uncertainties and other factors that are beyond our control and that may cause actual results to differ materially from those expressed in, or implied by, such forward-looking statements. These risks, uncertainties and other factors include, without limitation, factors as detailed from time to time in our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q and other reports filed with the Securities and Exchange Commission. Although we believe that the expectations reflected in these forward-looking statements are reasonable as of the date of this report, if one or more events related to these or other risks or uncertainties materialize, or if our underlying assumptions prove to be incorrect, actual results may prove to be materially different from the results expressed or implied by the forward-looking statements. Accordingly, undue reliance should not be placed on any forward-looking statements. The forward-looking statements speak only as of the date of this report, and we do not undertake any obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise, except as required by applicable law.



