



2020

ANNUAL REPORT

25

WEST COAST
COMMUNITY BANCORP

Our Mission



We are **committed to our community** by building lasting relationships and **being a trusted partner** that empowers growth, economic vitality and **financial well-being.**

To Our Valued Shareholders, Clients and Community



Krista Snelling
Chairman and Chief Executive Officer

In 2025, we completed our first full year operating as one unified bank following a successful 2024 merger. With an expanded footprint and a growing team of deeply experienced bankers, we strengthened our ability to deliver the personalized, high-quality service our clients and communities expect. This increased scale, both in our people and in our presence, has enhanced our capacity today while positioning us for continued success in the years ahead.

This past year marked meaningful expansion in our Silicon Valley and San Luis Obispo markets, both of which continue to demonstrate strong potential and increased client engagement. To support this momentum and strengthen our leadership presence across our footprint, we established four regional presidents, each representing one of our four counties, ensuring local expertise and executive-level decision making are aligned directly with community needs and strategic opportunities.

In addition, I had the honor of assuming the expanded role of chairman and CEO, reflecting both continuity of leadership and the board of directors' confidence in the strategic direction of the Bank as we prepare for continued growth and long-term success.

REBRANDING

In April, we proudly unveiled our new name—West Coast Community Bank—that reflects both who we are today and who we aspire to be. Rooted in our longstanding values of service, community involvement and responsive banking, our new identity reinforces our deep commitment to the four counties that define our geographic reach: Monterey, San Luis Obispo, Santa Clara (Silicon Valley) and Santa Cruz.

Our rebranding highlights themes of personalized client experience, accessibility and genuine community partnership

and represents far more than a change in signage or logo design. It signals our evolution from two legacy community banks into one integrated entity with bolstered capabilities, enhanced expertise and a shared vision for the future.

To introduce our new name to our markets, we worked closely with chambers of commerce across all four regions and celebrated the launch with a series of ribbon-cutting events. These events brought together established business professionals, local officials and community partners, symbolizing not only the launch of our new name, but also confirming our commitment to the people and places we serve.

The operational side of our rebrand reached another major milestone on May 8, when our stock ticker symbol officially changed to WCCB on the OTCQX market, replacing the former SCZC designation. This marked the completion of our transition to a single, unified brand—one that represents our expanding presence, strengthened scale and forward momentum.

FINANCIAL HIGHLIGHTS

We expanded our assets and delivered record annual earnings for the year ended December 31, 2025. Our asset size grew to \$2.9 billion. The solid full-year results underscore the continued trajectory of our franchise and the disciplined execution of our strategic priorities throughout 2025. We remain committed to balancing disciplined scale with prudent capital management and returning value to our shareholders.



Our Finance team picks fresh produce for Second Harvest Food Bank of Santa Cruz County.

BANK RECOGNITION

Our Bank and our bankers have continued to earn meaningful recognition throughout the year—both within the industry and across the communities we proudly serve. This year’s accolades reflect the strength of our people, our performance and our leadership.

In 2025, West Coast Community Bank was named one of America’s Best Regional Banks & Credit Unions by *Newsweek* and Plant-A Insights Group, a national distinction that celebrates institutions demonstrating exceptional service, trust and financial strength.

Our performance was further recognized in *Bank Director Magazine’s* 2025 RankingBanking report, where West Coast Community Bank received the no. 4 ranking among the 300 largest publicly traded banks in the country. These rankings highlight excellence in profitability, capital adequacy and asset quality—core indicators of a sound, resilient financial institution.

Additionally, the Independent Community Bankers of America recognized West Coast Community Bank with a no. 12 ranking in the nation in its Top 25 Best Performing Community Banks for institutions over \$1 billion in assets. This recognition highlights our exceptional return on average assets and average equity ratios, underscoring disciplined management and sustainable growth.

Our executive team also has been honored with appointments to high-level positions across influential industry organizations, further elevating our voice, strengthening relationships and shaping the future of community banking at regional and national levels. These respected appointments highlight not only individual achievement, but also our growing reputation and impact:

- Jon Sisk, EVP and chief banking officer, was elected by the American Bankers Association as chair of its Community Bankers Council for the 2025-2026 association year.
- Maxwell Sinclair, EVP and chief risk officer, was appointed by the California Bankers Association to its board of directors and as chairman of the association’s Federal Government Relations Committee.
- Krista Snelling, chairman and CEO, was appointed by the Federal Reserve Bank of San Francisco to its Community Depository Institutions Advisory Council and then elected to its Home Office Board of Directors in December.

Closer to home, we were proud to be named Business of the Year by the Santa Cruz Area Chamber of Commerce in 2025, an award rooted in community trust, partnership and long standing service. Being recognized by local leaders and clients is among the highest compliments we can receive. The Bank also received this honor in 2018 and 2022.



Donna Milne volunteers for United Way San Luis Obispo during their annual Stuff the Bus campaign, which provides local students with school supplies.

A full list of accolades may be found on page 5. Together, these accomplishments reflect a year defined by excellence, leadership and the collective strength of our entire West Coast Community Bank team.

WHAT’S TO COME

As we learn to operate confidently at our current size, we are deepening the systems, leadership capacity and organizational discipline required to excel. This intentional forward progress—both in how we work and in the leaders who guide us—is shaping a stronger, more capable institution. These investments are not only reinforcing our foundation today but also positioning the Bank for bold, sustainable growth in the years ahead.

On behalf of the board of directors, leadership and dedicated bankers, we thank you for your trust and support. 🚩

Warm regards,

Krista Snelling

Rankings and Recognition

BANK DIRECTOR MAGAZINE 2025 RANKING BANKING REPORT

Ranked #4 among Top 25 U.S. publicly traded banks and #2 for banks with assets less than \$5B for full-year 2024 performance.

NEWSWEEK MAGAZINE

Named one of the 2026 Top 500 Regional Banks & Credit Unions in the U.S.

TIME MAGAZINE AMERICA'S GROWTH LEADERS FOR 2026

Ranked #330 out of 501 in inaugural list of top performing publicly listed companies in the U.S.

S&P GLOBAL MARKET INTELLIGENCE

Ranked #62 among top U.S. community banks under \$3B in assets for full-year 2024 financial performance.

BAUERFINANCIAL, INC

Rated 5-Star "Superior" for every quarter of 2025.

AMERICAN BANKER MAGAZINE

Ranked #59 among top U.S. community banks with assets of \$2B to \$10B for full-year 2024 financial performance.

INDEPENDENT COMMUNITY BANKERS OF AMERICA TOP 25

Rated #12 for best-performing community banks with assets greater than \$1B.

SILICON VALLEY BUSINESS JOURNAL

Ranked #17 among largest corporate philanthropists in Silicon Valley for 2024.

SILICON VALLEY BUSINESS JOURNAL

Ranked #1 for Silicon Valley banks with fastest-growing deposits for deposits as of December 31, 2024.

SILICON VALLEY BUSINESS JOURNAL

Ranked #13 among Top 20 Banks for deposits in Silicon Valley as of June 30, 2024.

SILICON VALLEY BUSINESS JOURNAL

Ranked #11 among fastest-growing real estate lenders as of March 31, 2025.

THE FINDLEY REPORTS INC.

Super Premier Performing Bank for 16 consecutive years.

SANTA CRUZ AREA CHAMBER OF COMMERCE

Business of the Year, 2025, 2022 and 2018.

MONTEREY PENINSULA CHAMBER OF COMMERCE 2024

Business of the Year Finalist.

GOOD TIMES

Voted Best Local Bank for the 13th consecutive year.

THE PRESS BANNER

Silver Award for Best Local Bank.

LOOKOUT SANTA CRUZ

Santa Cruz County Favorites, inaugural Lookout List 2025.

SANTA CRUZ SENTINEL

Voted #1 Bank in Santa Cruz County for 11 years.

THE PAJARONIAN

Silver Award for Best Bank.

Community Support by the Numbers


133
VOLUNTEERS


276
EVENTS


4,425
HOURS


690K
CONTRIBUTIONS



Sustaining Artistry with Annieglass

Annieglass has become a leader in American craft in the four decades since founder Annie Morhauser began shaping kiln-formed glass in 1983. Transforming sheets of glass with liquid gold, custom molds and extraordinary heat, the Watsonville-based manufacturer has grown from a single studio to a nationally recognized brand with a 16,000-sq-ft warehouse. The company produces 200+ pieces a month and supplies more than 400 boutiques and luxury hotels nationwide.

Behind the artistry is a production process that requires significant bursts of electricity to run high heat kilns. To stabilize long term operating costs and support sustainable manufacturing, Annieglass installed a 249 panel solar array through a federal clean energy matching grant and line of credit from West Coast Community Bank. The system generates the power of 29 homes and has become essential to the company's growth and sustainability.

Always a collaborative place, today Annieglass stands as a model of creative resilience, artistic cultivation and community leadership. Two Annieglass pieces are held in the permanent collection of the

Smithsonian American Art Museum as a testament to Morhauser's originality and enduring contributions to her craft. West Coast Community Bank proudly supports Annieglass with banking solutions designed around its production cycle, wholesale distribution and expansion goals along with expert service from a local banker.



Annie Morhauser and Ava Reinhold with signature Annieglass sculptures in their Watsonville production facility. Photo: Stan Olszewski/SOSKIphoto



Our banker was our customer first. She appreciates the value of our creations but also understands our handcrafted business, our growth plans and the kind of hands-on support we need. Her awareness of local manufacturing challenges and immediate, intuitive responses when I call are why we continue to choose West Coast Community Bank.

Annie Morhauser
Founder, Annieglass

WESTPAK's Way Forward

Chill, shake and submerge are a few of the actions WESTPAK package engineers undertake daily in its three California independent test laboratories. Founded nearly 40 years ago by an early pioneer in product and package testing, the company has grown into a leading mid-sized provider in the testing, inspection and certification (TIC) industry. Brands rely on the company's rigorous, science-based services that simulate real world conditions to test product reliability, packaging, sustainability, real-time and accelerated aging, temperature-controlled supply chain, materials suitability and more.

WESTPAK expanded into medical device testing nearly two decades ago and positioned itself at the center of one of the most highly regulated and resilient sectors in California and beyond. Chief Executive Officer Nora Crivello joined WESTPAK as an intern, worked in nearly all areas of the business and helped open its San Diego testing facility before moving into management. She now leads a 100% employee-owned company with a specialized team known for its deep technical expertise, strong industry relationships, exceptional customer service and



Van Jones, chief financial officer, with Nora Crivello in WESTPAK's cold chamber lab. Photo: Stan Olszewski/SOSKIphoto

inviting culture that is drawing more women into package engineering and management roles.

Three years ago, WESTPAK moved its banking relationship after challenges with its previous bank led to a referral from a member of West Coast Community Bank's board of directors. The Bank helped transition WESTPAK's deposit accounts and line of credit swiftly, providing the local access, transparency and consistency needed as the company manages growth, margin pressure and future plans for expansion.



We chose West Coast Community Bank because our banker delivers the kind of service you only get from a local partner. He looked us in the eye, understood our business and moved quickly when we needed support.

Nora Crivello
Chief Executive Officer, WESTPAK

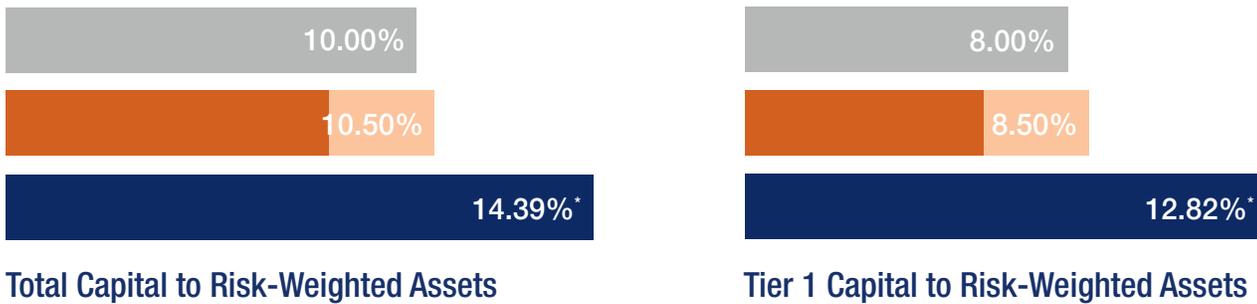
Financial Strength

The safety and soundness of West Coast Community Bank remain central to our operations—particularly in today’s evolving economic landscape. Our capital levels continue to substantially exceed regulatory requirements to be classified as “well-capitalized,” while our on-balance-sheet liquidity increased 18% over year-end 2024, continuing a pattern of growth. Deposits grew 7% over year-end 2024, driven by new banking relationships, which generated \$134 million in new deposits by the end of 2025.

Our strong capital position safeguards client deposits and enables continued reinvestment in the local economy through strategic lending that supports individuals and businesses.

Alongside this capital strength, the Bank consistently ranks among the industry’s top performers and continues to receive annual recognition for financial excellence. 🏆

Strong Regulatory Capital



Regulatory "Well-Capitalized"
 Regulatory "Adequately Capitalized"
 2.5% Capital Conservation Buffer
 West Coast Community Bancorp

Strong Liquidity



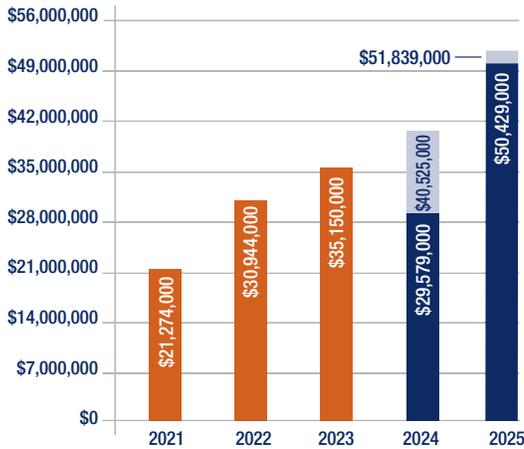
*December 31, 2025

Rewarding Our Shareholders



5 Year Historical Performance

Net Income

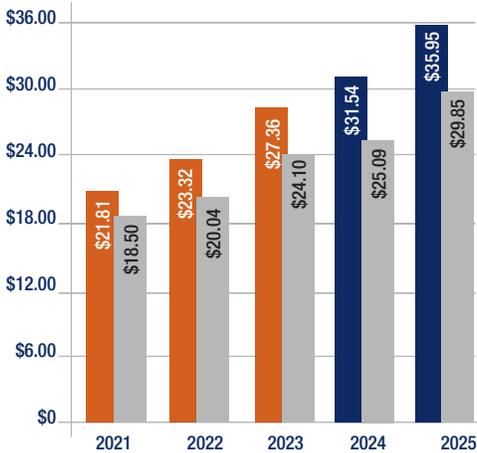


Earnings Per Common Share¹ (Diluted)



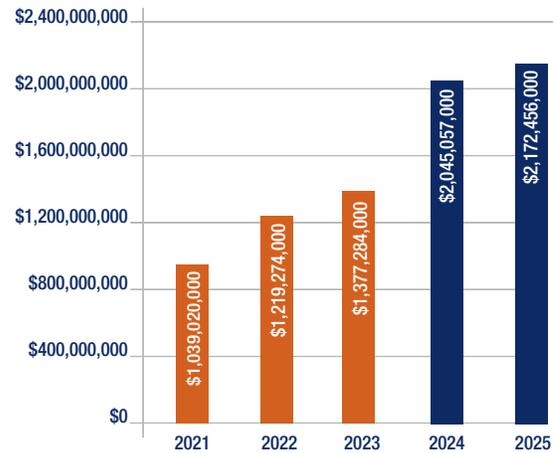
■ Indicates financial performance when adjusted for certain nonrecurring items. Refer to Q4 2025 financial report at wccb.com/investor_relations for an explanation of these non-GAAP measures that offer additional perspectives on operating results, financial condition and performance trends.

Book Value Per Share¹



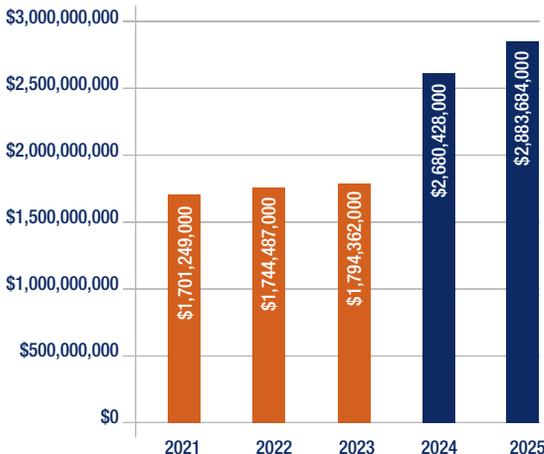
Colored bars represent book value and gray bars represent tangible book value per share.

Loans Held For Investment*

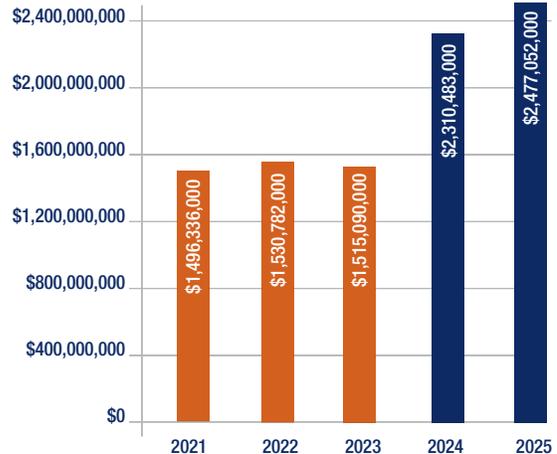


*Net of deferred loan fees/costs; excludes PPP loans.

Total Assets



Total Deposits



¹Per share data was adjusted for the two-for-one stock split to shareholders of record as of March 3, 2022.

5 Year Financial Summary

As of or for the year ended December 31

(in thousands, except per share amounts)

	2025 ¹	2024 ¹	2023	2022	2021
Interest income ²	\$ 167,141	\$ 119,637	\$ 94,403	\$ 71,624	\$ 63,040
Interest expense	32,911	24,509	12,149	1,852	1,816
Net interest income	134,230	95,128	82,254	69,772	61,224
Provision for credit losses ³	6,963	7,039	1,413	1,611	6,926
Net interest income after provision for credit losses ³	127,267	88,089	80,841	68,161	54,298
Non-interest income ²	5,022	4,053	4,082	4,981	5,087
Non-interest expenses ³	62,225	50,205	35,153	29,383	29,320
Income before income taxes	70,064	41,937	49,770	43,759	30,065
Income tax expense	19,635	12,358	14,620	12,815	8,791
Net income	\$ 50,429	\$ 29,579	\$ 35,150	\$ 30,944	\$ 21,274

RESULTS OF OPERATIONS

PER SHARE DATA⁴

Earnings per common share – basic	\$ 4.81	\$ 3.32	\$ 4.19	\$ 3.63	\$ 2.50
Earnings per common share – diluted	\$ 4.76	\$ 3.28	\$ 4.17	\$ 3.62	\$ 2.49
Book value per common share	\$ 35.95	\$ 31.54	\$ 27.36	\$ 23.32	\$ 21.81
Tangible book value per common share	\$ 29.85	\$ 25.09	\$ 24.10	\$ 20.04	\$ 18.50

SELECTED FINANCIAL CONDITION DATA

Loans held for investment, net of fees (excludes PPP)	\$ 2,172,456	\$ 2,045,057	\$ 1,377,284	\$ 1,219,274	\$ 1,039,020
Total assets	\$ 2,883,684	\$ 2,680,428	\$ 1,794,362	\$ 1,744,487	\$ 1,701,249
Total deposits	\$ 2,477,052	\$ 2,310,483	\$ 1,515,090	\$ 1,530,782	\$ 1,496,336
Total liabilities	\$ 2,506,857	\$ 2,347,447	\$ 1,564,326	\$ 1,546,811	\$ 1,515,159
Total shareholders' equity	\$ 376,827	\$ 332,981	\$ 230,036	\$ 197,676	\$ 186,090

SELECTED FINANCIAL RATIOS

Return on average tangible common equity	18.25%	13.35%	19.23%	19.37%	14.30%
Return on average assets	1.84%	1.50%	2.02%	1.76%	1.32%
Net interest margin, taxable equivalent ²	5.21%	5.09%	4.95%	4.19%	4.01%
Cost of funds	1.39%	1.45%	0.80%	0.12%	0.13%
Efficiency ratio ³	44.69%	50.62%	40.72%	39.31%	44.22%
Tier 1 leverage ratio	11.12%	10.51%	12.09%	10.39%	9.50%
Common equity tier 1 ratio	12.82%	12.24%	13.72%	13.69%	13.62%
Tier 1 risk-based capital ratio	12.82%	12.24%	13.72%	13.69%	13.62%
Total risk-based capital ratio	14.39%	14.00%	14.98%	14.94%	14.88%

¹ Certain financial measures for 2024 and 2025 were impacted by non-recurring items, primarily associated with the merger with 1st Capital Bancorp.

² Effective January 1, 2024, dividends from non-marketable equity investments held by the Bank are reported as non-interest income instead of interest income. Prior period figures have been restated for comparability.

³ For comparability to more recent periods, figures prior to 2023 have been adjusted to reclass provision for credit losses on unfunded commitments from non-interest expense to provision for credit losses. This adjustment also resulted in a revised efficiency ratio figure for the impacted periods.

⁴ Per share data was adjusted for the two-for-one stock split to shareholders of record as of March 3, 2022.

Leadership Team



Krista Snelling
Chairman and Chief
Executive Officer



Cecilia Situ
EVP Chief
Financial Officer



Jon P. Sisk
EVP Chief
Banking Officer



Angelo DeBernardo, Jr.
EVP Chief
Lending Officer



Mark Gouvion
EVP Chief
Operations Officer



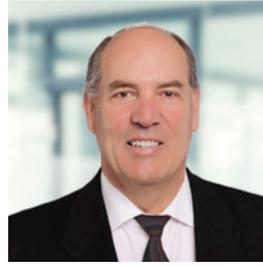
Shawn Lipman
EVP Chief
Credit Officer



Matthew March
EVP Chief
Information Officer



Maxwell Sinclair
EVP Chief Risk Officer



Frederick L. Caiocca
EVP Regional
Credit Executive

Board of Directors



Krista Snelling
Chairman and Chief
Executive Officer



Wayne S. Doiguchi
Lead Independent
Director



Judith N. Bornstein



Caroline D. Chapin



Kenneth R. Chappell



Craig French



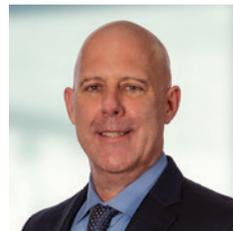
Kurt J. Gollnick



Daniel R. Hightower MD



Alexander B. Potts



Gunlek L. Ruder



James L. Weisenstein

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WEST COAST
COMMUNITY BANCORP