



Engagement & Belonging

The Company is committed to fostering, cultivating and preserving a culture of engagement and belonging with its associates. It is committed to including, integrating and serving individuals who represent different groups as defined by race, ethnicity, gender, sexual orientation, religion, age, disability, socioeconomic and family status, political affiliation, and national origin.

This commitment can be seen throughout the Company, from its associates to its community outreach efforts. The Company's associates bring a variety of backgrounds, perspectives, and experiences that are reflective of the communities and customers the Company serves. The unique capabilities and talents that its associates invest in their work represent a significant part of not only the Company's culture but its reputation and achievements as well. In 2024, its workforce, from senior officers to tellers, was 50% minority and 75% female and the Bank's officers were 70% female and 36% minority.

Newly built and, depending upon the remodel focus, remodeled banking centers are constructed with:

- ◆ Energy efficient windows with low E insulated glass
- ◆ LED lighting
- ◆ Energy Star appliances
- ◆ Insulated HVAC ductwork, controlled ventilation, and programmable thermostats
- ◆ Occupancy sensors for lighting control
- ◆ Programmable energy management systems for exterior lighting
- ◆ Continuous insulation on walls and roof
- ◆ Minimum R38 roof insulation and R21 wall insulation
- ◆ Reflective white/light colored roofing materials
- ◆ Greenguard certified carpets and low VOC adhesives
- ◆ Use of LEVEL-certified furnishings for responsible manufacturing and sustainable materials
- ◆ Electric heating and hot water heaters instead of gas appliances

During the last five years, the Company constructed or remodeled at least 28 banking centers with these environmentally friendly features.

Further, in 2024, the Company's recycling efforts:....

- ◆ Saved 3,957,515 kilowatts of energy
- ◆ Saved 6,756,733 gallons of water
- ◆ Saved 57,915 pounds of pollutants from being emitted into the atmosphere
- ◆ Kept 3,185 cubic yards of waste from landfills
- ◆ Saved 16,409 trees
- ◆ Saved 8,687 barrels of oil
- ◆ Salvaged computers and hardware to avoid landfills



**PROSPERITY
BANCSHARES, INC.®**

All totals are recorded
as of 12/31/2024

Environmental & Social Practices

A SPECIAL REPORT FROM PROSPERITY BANCSHARES, INC.®

The Company's culture is defined by its corporate values of high standards of soundness, profitability, service, professionalism, integrity, and citizenship. We believe that operating sustainably benefits our many different stakeholders. The following section summarizes some of the Company's recent accomplishments with respect to environmental and social practices.

Environmental Practices



PROSPERITY
BANCSHARES, INC.®

Social Practices IN THE COMMUNITY

THROUGH COMMUNITY GIVING AND SPONSORSHIPS, IN 2024 THE COMPANY:



Donated more than **\$3.8 million** to **3,600+ charitable community** events and organizations across Texas and Oklahoma.



Was recognized for its partnership with local non-profits in applying for **matched grant funding** from the Federal Home Loan Bank of Dallas.



Made nearly **\$86.0 million** in new Community Reinvestment Act investments and maintained over **\$370.7 million** in such investments for the year.



Made over **\$509.0 million** in Community Reinvestment Act (community development) loans.



Supported housing efforts in low-income communities by providing **630+ home loans** for a total of more than **\$167.3 million** in loan funding through the Company's Home Ownership Possibilities Program.



Further, in 2024, the Company's associates, including several Company associates who were issued **awards for volunteerism and leadership** in their communities,

Served in over **140+ leadership roles** with community-based organizations accumulating **3,630+ in-service hours**.

10,300+ hours of volunteer community service in collaboration with **624** community-based organizations.

All totals are recorded as of 12/31/2024



Sustainability



Environment



Efficiency