

Social Impact Report



2024





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CRAVE

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 **BankUnited**

West Pompano, Florida BankUnited Branch



A Message From Our Chairman, President and Chief Executive Officer

Building a Stronger Future for Our Employees, Customers and Communities

At BankUnited, we remain committed to inspiring positive change, doing business fairly and responsibly and investing in our employees, customers and communities as our company grows.

This report showcases the impact we are having, from investments in affordable housing, sustainable finance and empowering small businesses to our award-winning employee wellness program. I'm especially proud of our community development and engagement initiatives and our innovative iCARE™ program.

As we look ahead, we will continue to invest in our people, embrace new challenges and grow alongside our communities. Let's Go For More™ together.

Sincerely,

Rajinder P. Singh
Chairman, President and Chief Executive Officer
BankUnited, Inc.

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ABOUT BANKUNITED



Financial Highlights as of December 31, 2024 BankUnited, Inc.

\$35.2
BILLION
in Total Assets

\$27.9
BILLION
in Total Deposits

\$24.3
BILLION
in Total Loans

49
BANKING
CENTERS
in Florida

4
BANKING
CENTERS
in New York

1
BANKING
CENTER
in Texas

OUR CORE VALUES:



Recognition and Achievements



Training Apex Award,
Training, February 2025



**#1 100 Healthiest
Workplaces in America,
Healthiest Employers**
Springbuk, October 2023



Nation Ranked #1
by Healthiest Employers.
Wellness Workdays in
collaboration with Experts from
Harvard Medical School, 2024



**World's Most Trustworthy
Companies (Banking),**
Newsweek, September 2023



**America's Greatest Workplaces
for Job Starters,**
Newsweek, May 2023



**#1 Comprehensive Innovation
Ranking by Customers for
products, conduct, citizenship,
workplace and leadership,**
American Banker, November 2022



★★★★★ Superior Rating
from *BauerFinancial* consecutively
since 2011



Melville, New York BankUnited Office

AFFORDABLE HOUSING



BANKUNITED'S COMMITMENT TO AFFORDABLE HOUSING

Throughout 2024, BankUnited continued to foster access to affordable housing in expanding our CHAMP program by adding two new sellers. BankUnited extended its support to affordable housing non-profits, developers, and sponsors through grants, technical assistance, financial investments, and loans.

Supporting Affordable Housing Initiatives

One notable effort included providing technical assistance to non-profit housing counseling agencies, facilitating their transition into providing mortgage lending services for their low-income clients. We invited three new non-profits to begin the journey to become mortgage lenders, providing technical assistance in organizational development and building company infrastructure. We also provided training and guidance to move the organizations forward in achieving their goals. This collaborative effort, comprising over 150 employee volunteer hours to twenty-one different organizations, resulted in the acquisition of fifteen mortgage loans from non-profit mortgage lenders.



Federal Home Loan Bank of Atlanta: As a Member Bank, 2024 marked a very busy and engaging time with the FHLB's Initiatives to advance Community Development. We focused on expanding affordable housing and upcoming economic development initiatives:



31 Affordable Unit Apartment Rehab
Dania Beach, FL



25 Rehab Units
Orange County, FL
25 Rehab Units
Sarasota, FL

Rebuilding Together Tampa Bay

BankUnited, together with Rebuilding Together Tampa Bay and Help CDC, began a targeted homeowner rehab project in the city of Eatonville, FL. BankUnited contributed a \$20,000 grant to kick off the program with the first two homeowners with the goal of building momentum toward providing rehab services to twenty-five homeowners in 2025. BankUnited will support this activity by applying for \$1,000,000 in grant funds from FHLB and providing a construction Line of Credit to help fund the activities. These homeowners are receiving renovation services, such as new air conditioners, roofs, kitchens, updated electrical and plumbing with increased energy efficiency features.

Guardian Financial

One of our notable partnerships is with Guardian Financial, a subsidiary of Reach4Housing, a HUD-Approved Foreclosure Prevention and Housing Counseling Agency. Reach4Housing works to prepare residents to become successful homeowners through one-on-one counseling and mortgage-readiness assessment. They are specialists in helping potential homebuyers overcome barriers, such as developing a budget and resolving credit issues. Guardian works with the homebuyer in helping to identify resources for downpayment assistance to help make the home more affordable. One such homebuyer, Sara Roman purchased her first home after trying for over 2 years. Ms. Roman worked with her housing counselor for over twelve months to become mortgage ready. She purchased her home from University Area CDC in Tampa, FL, a non-profit who builds energy efficient homes generally sold to first-time homebuyers in the Tampa area. Ms. Roman received favorable financing from BankUnited's CHAMP program that covered 97% of the purchase price.

Other Notable Partners:

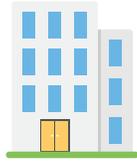


Notable Affordable Housing Transactions



\$20 Million

LIHTC Investment with Hunt Capital Partners Tax Credit Fund 51 for 16 Developments within 9 states



\$10 Million

Participation on Affordable Housing construction loan with Citibank, N.A. in Cabana Design District, TX



\$1.5 Million

Line of Credit increase for Carrfour Supportive Housing, an affordable housing developer in Miami, FL

Housing Assistance

Fostering Panther Pride: iCARE™ partnered with the Fostering Panther Pride Program at Florida International University to provide resources to youth coming out of foster care and homeless individuals to gain career readiness skills and secure housing scholarships.

Project Elevate: In partnership with Transition, Inc., iCARE™ launched Project Elevate as a pilot program to assist unhoused individuals with comprehensive resources including mental health services, academic and professional support, job coaching and financial literacy. The goal of this project is to help participants improve their current living situation and ultimately secure permanent housing.



We are deeply grateful for BankUnited's continued commitment to our organization and the broader community, demonstrating their dedication to making a meaningful difference. Thank you, BankUnited, for your unwavering support and for helping us create brighter futures for those in need.

– **Stephen Gilmore**
Director, Transitions, Inc.



COMMUNITY DEVELOPMENT AND ENGAGEMENT

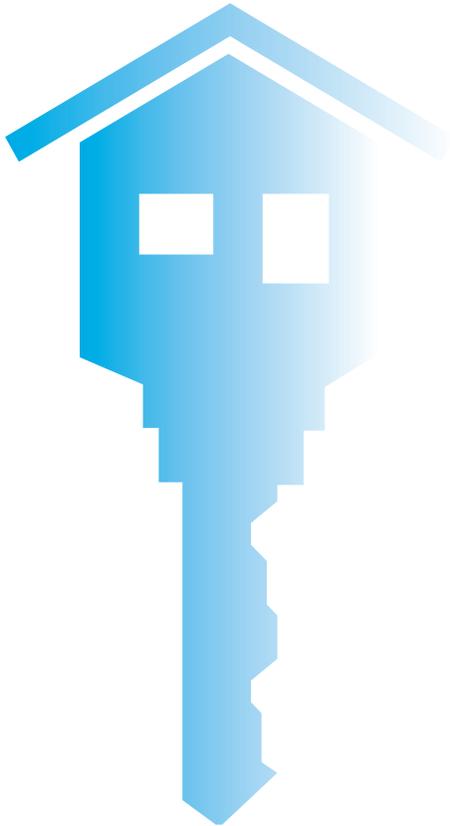
We believe in the power of investing in the prosperity and well-being of the communities we serve. Through a multifaceted approach encompassing Community Development loans, Equity Equivalent Investments (EQ2s), and strategic partnerships, we actively contribute to revitalization, economic growth, affordable housing, and essential community services.



BankUnited has been a sponsor of the “I Have a Dream Foundation Miami, Inc” since 1999 providing financial assistance and financial literacy training to the students and parents participating in the program. The I Have a Dream Foundation of Miami, Inc mission is to provide financial and educational support to students that are within the program. Those students are selected from a public school within Miami -Dade County that is classified as under-resourced with most of its students coming from surrounding local housing projects. The foundation’s scholarship program allows eligible students to receive college tuition assistance to a Florida public university or college providing they’ve met certain academic milestones. In addition, the program also provides after-school learning, summer program and SAT preparation services.



Other Notable Partnerships:



Financial Literacy Courses



General Operations



Camillus House

Youth Housing Initiative



Support of Home Ownership Programs



UNITED WAY
New York City

Advanced Community Ownership Initiative



Junior Achievement™
of South Florida

JA South Florida Summer Youth Employment Program

The Bank is committed to expanding partnerships within the communities we serve and beyond.



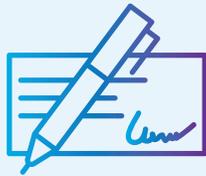


iCARE™ Community Donations

Over \$530,000 was donated to 71 organizations providing vital services across a wide spectrum of needs including child welfare, education, homelessness and support for small businesses.

We supported 27 food banks and pantries to expand their impact across multiple communities that were in need. Altogether, we collected canned goods and donated Thanksgiving meals, supporting over 140,000 individuals and families ensuring that they had access to food during the holiday season.

Additionally, 1,700 school supplies and 350 toys were collected for children in need currently being supported by organizations in Florida, New York and Texas.



\$530,000

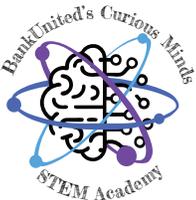
was donated to 71 organizations



140,000

individuals and families supported through our Thanksgiving Donation & Food Drive

Education



BankUnited's Curious Minds Summer Academy: Continuing our partnership with Miami Dade College, the Curious Minds Summer Academy returned for its third year at the Carrie P. Meek Center in Liberty City. This initiative has provided students with hands-on learning experiences in AI, robotics, engineering, digital fabrication, physics, and finance. 69 students have completed the program since its inception.



Roots Collective Youth Program: This year, we were proud to once again sponsor and support the Roots Youth Program, providing valuable opportunities for young students in Liberty City, FL to learn and grow. A total of 75 students participated in the summer and winter programs.



iCARE™ Scholarship/Summer Internship Program: We expanded this program by developing partnerships with three new higher education institutions. In 2024, we welcomed the first interns from Broward College and University of South Florida, and we established the iCARE™ scholarship fund at University of Texas at Dallas.

NY Entrepreneurship Program In partnership with Medgar Evers College, the NY Entrepreneurship Program was delivered for the third time, empowering GED and college students with the skills and knowledge to build and grow their own businesses. In 2024, trainees traveled to Babson College in Boston, MA to participate in the Babson Build one-week-long entrepreneurship training with other students across the nation.

Colleges and Universities we support and partner with:



Florida International University



University of South Florida



Florida Memorial University



Medgar Evers College



Miami Dade College



Farmingdale State College



Florida A&M University



University of Texas at Dallas



Broward College

154

high school and college students have participated in the various education programs





ATOM Pink Tank 5.0

We are proud to have hosted the ATOM Pink Tank Program for the fifth time, continuing our commitment to empowering the next generation of female leaders in STEM. The participants' journeys have been supported by BankUnited mentors representing 26 different teams at the bank, demonstrating our organization's dedication to fostering talent and collaboration. To date, 81 students have participated in the program.





iCARE™ Ventures

We continued to support local entrepreneurship by helping small business owners gain knowledge and resources to expand their businesses. This year, we offered individualized sessions to businesses participating in iCARE™ Ventures to learn how to implement AI tools into their processes. Additionally, we sponsored training and certification courses in their respective industries and community events offering exposure to their businesses.



Heirs' Property Initiative

Three homeowners received assistance with estate planning and property title issues from our partner, Legal Services of Greater Miami. Additionally, the first Wills Clinic of this initiative was hosted at Duane Morris, our second partner, where 10 families received free legal assistance to complete their wills as a way to avoid future heirs' property issues.

This year, we worked closely with Help CDC and Community Legal Services of Mid-Florida to support the "Wills on Wheels Initiative", a mobile wills clinic available to Eatonville residents. Furthermore, we helped in the rebuilding of two homes in Eatonville thanks to our partnership with Rebuilding Together Tampa Bay.



EMPOWERING SMALL BUSINESSES

BankUnited is proud to serve small businesses throughout our footprint. We support the small business community in **Florida, New York, and Texas** by originating and purchasing small business loans and offering a range of banking products and services.

Comprehensive Small Business Lending Solutions

BankUnited supports small businesses through a range of conventional and Small Business Administration (SBA) guaranteed lending products. As a Preferred SBA Lender, we offer a comprehensive suite of SBA products, including SBA Express, 7(a), and 504 loans, designed to meet the diverse needs of small businesses. Our PRONTO Line of Credit and Term Loan products cater specifically to businesses with lower revenues. Our dedicated SBA team works closely with clients to identify the right loan option and provide personalized support to help them achieve their goals.



LANDCRAFTERS
FLORIDA

ENTREPRENEUR SPOTLIGHT: Michael Tomaino Landcrafters Inc.

In 2017, Michael Tomaino bought this landscaping and design company with a commitment to his community and beyond. His team has helped with hurricane restoration initiatives by removing sand from homes along the West Coast of Florida. Recently, Michael has signed large contracts with HOA's and condo associations that are going to drive even more growth. BankUnited was able to offer Michael a \$100,000 line of credit, that increased to \$220,000 as his business continues to grow.



BankUnited's Commitment to Empowering Women Entrepreneurs

Every October, in celebration of National Women's Small Business Month, we proudly host our annual Small Business, Big Dreams: Women in Business Summit. The event brings together a dynamic community of women leaders, entrepreneurs and aspiring business owners to share insights, connect, and inspire one another.

During last year's summit, we awarded over \$22,000 to three businesses in Florida and New York!

The summit provided an opportunity for women entrepreneurs to gain valuable insights and practical advice from some of the region's most successful women business leaders. The keynote speaker, Ann Marie Sorrell, CEO of The Mosaic Group, shared her inspiring journey as an award-winning business leader and global influencer, encouraging attendees to pursue their goals with confidence.



"This summit continues to grow and build on previous years, drawing women business owners who are not afraid to dream big," said Shim. "I am proud of BankUnited's role in continuing to foster these relationships. Our annual Small Business, Big Dreams Summit exemplifies the passion and dedication our bankers bring to the table every day to help business owners turn their ambitions into reality."

– Lisa Shim, Head of Tech & Innovation, BankUnited

At BankUnited, we recognize that small businesses are the backbone of our communities, and we are committed to helping them succeed. By hosting events like the Small Business, Big Dreams summit, we strive to provide all entrepreneurs with the resources, mentorship and support they need to overcome challenges and achieve their professional and personal goals.



SUSTAINABLE FINANCE

We view providing financing that promotes sustainable and environmentally friendly practices as prudent and desirable. We have a dedicated sustainability finance practice in our corporate banking division charged with identifying and furthering these opportunities. As of December 31, 2024, our loan portfolio contained over \$800 million of sustainable finance loans in the categories of renewable energy, energy efficiency, water and waste management, recycling and greenhouse gas reduction.

Sustainable Finance Loans



\$647 Million
Renewable Energy



\$87 Million
Transitional Fuels



\$44 Million
Energy Efficiency



\$40 Million
Technology Alternatives



\$30 Million
Recycling



\$7 Million
Sustainable Water Management



\$855 Million

OUR CULTURE

Our Bank is committed to making a meaningful impact on the communities we serve. We proudly support multiple nonprofit organizations through financial contributions, strategic partnerships, and dedicated volunteer efforts. Giving back is at the heart of what we do.

4,000+

Total number of
volunteer hours

222

Total number of
organizations
supported



Some of the philanthropic causes we support:



Our dedication to community extends beyond volunteerism, as evidenced by our philanthropic endeavors. Annually, BankUnited provides financial support to numerous non-profits and community organizations, totaling approximately \$3 million in contributions in 2024, making a tangible difference in the lives of those we serve and the communities we call home.



**Philanthropic
Support**

**OVER
\$3,000,000
dollars for
contributions**



Employee Health & Wellness



Our commitment to employee well-being extends beyond professional development to encompass holistic health and wellness initiatives. From on-site fitness facilities and health screenings to nutrition counseling and mental health programs, we prioritize the physical, emotional, and social well-being of our employees.

In recognition of our employee wellness programs, BankUnited was listed in the top ten among America's Top 100 Healthiest Employers by *Springbuk HR Technology* in both 2023 and 2024. In 2024, BankUnited was listed as number one among New York City's Top 100 Healthiest Employers by *Springbuk HR Technology* and Best Wellness Employer Gold Certification developed by Wellness Workdays in collaboration with experts from Harvard Medical School. Our comprehensive wellness programs not only promote a healthy lifestyle but also contribute to a positive work environment, fostering productivity and engagement.



of employees participated in the Wellness Program



Career Development Initiatives

Our Go for More™ Academy provides an extensive menu of training and resources that enable employees to develop their skills, promote collaboration and career development. The School of Leadership, which includes the Rising Leaders Program, EXCELeRate and Situational Leadership coursework, provides our employees with career development opportunities at all levels. Through our Discover Coaching program, we offer a personalized approach where employees

meet one-on-one with an internal coach to promote individual growth, skill development, leadership development and problem solving. A total of 382 employees completed these programs in 2024. BankUnited's extensive list of professional development opportunities earned us the 2025 Training Apex Award through *Training Magazine*. We believe mentoring is key to career growth and development. In 2024, 280 employees enrolled in our mentoring programs and a total of 1,102 mentoring hours were reported. Our employees rated their overall mentorship program satisfaction with a score of 4.8 stars out of 5 stars.

LOOKING AHEAD

Through initiatives supporting small businesses, affordable housing, sustainable finance, and employee well-being, we've made a meaningful impact. Looking forward, we remain dedicated to empowering individuals and businesses in achieving their financial aspirations while continuing to cultivate inclusive and vibrant communities. Together, we will build a brighter future for all.







 www.bankunited.com

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Member
FDIC

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