



charles
SCHWAB
BANK

**Community Development
Impact Report 2026**

Uplifting Our Communities

Schwab works hand in hand
with strategic partners to
help our neighbors build
stronger futures.

Our Work Supports Communities So People Can Own Their Tomorrows



Tyler Woulfe



Christopher Wyse

AT SCHWAB, our mission is to help people achieve brighter futures. Our focus on financial empowerment and education aims to give people the tools and confidence to take control of their financial lives and own their tomorrows.

We are particularly invested in our headquarters region of North Texas, where our presence is grounded in deep, lasting relationships with the people and organizations driving sustainable progress across our neighborhoods. We empower Schwab employees to give back through annual programs and strategic partnerships that help build strong, vibrant communities in the places where we live and work.

Charles Schwab Bank's Community Development Group is a key driver of our impact. Formed in support of the Community Reinvestment Act, which encourages insured depository institutions to help meet the credit needs of all communities, this work is deeply embedded in our purpose and approach to community development. From innovative lending and investment partnerships to community grants and service initiatives, the Community Development Group helps connect communities with the resources designed to help advance local development priorities.

Under the leadership of Managing Director Michael Solomon, the group operates from multiyear strategic plans designed to surpass regulatory expectations for CRA compliance and maximize impact in designated communities. "Through our group's work, Schwab Bank uplifts these communities by providing capital, services, and other resources in the areas of affordable housing, small business, and economic development," Solomon says.

In the last 15 years, the Community Development Group's work has infused \$8.2 billion into Schwab Bank's strategic plan communities, supporting 60,000 small businesses and nearly 9,000 nonprofits, as well as aiding in the creation of more than 1 million affordable housing units. And Schwab Bank has received an outstanding CRA rating every year since 2012.

This highly specialized work requires a keen understanding of the systems and supports

necessary for people in these communities to achieve financial stability and build wealth. It also requires the acumen to build relationships with the right people, find the right opportunities, and lend to and invest with the right partners to help communities thrive over the long term. The Community Development Group's results speak to our commitment to this very important charge.

We are pleased to share highlights from our community, philanthropic, and volunteer investments across North Texas. And we're proud to put a special focus in this report on Schwab Bank's community development accomplishments. We look forward to amplifying our firm-wide impact in the years to come, for future generations of Texans and beyond.

Sincerely,

Tyler Woulfe

President, Chief Executive Officer
Charles Schwab Bank, SSB

Christopher Wyse

Managing Director, Chief Corporate
Affairs Officer
Charles Schwab & Co. Inc.

**In the last 15 years,
the Community
Development Group's
work has infused
\$8.2 billion into Schwab
Bank's strategic
plan communities.**



2 How Schwab Bank Uplifts Communities

The Community Development Group works with strategic partners to help our neighbors build stronger futures.

4 Building Dallas' Affordable Housing Landscape

The Community Development Group collaborates with intermediaries like Dallas Housing Opportunity Fund to provide stability to local families.

10 Securing the Futures of Community Entrepreneurs

Through strategic partnerships, the Community Development Group helps small-business owners and entrepreneurs achieve their dreams.

16 Thriving Communities Lift Us Together

Charles Schwab empowers North Texans through commitment and opportunity.

ON THE COVER: Special thanks to Jericho Village in Wylie, Texas.

charles
**SCHWAB
BANK**

**COMMUNITY
DEVELOPMENT
GROUP**



This report was published in partnership with

DCustom

Learn more at dcustom.com.

How Schwab Bank Uplifts Communities

The multidisciplinary Community Development Group works across teams and with strategic partners to empower our neighbors to own their tomorrows.

The **portfolio management and reporting team** manages, monitors, collects data on, and optimizes the group's entire portfolio to ensure it delivers maximum value to communities. They have a knack for enabling their colleagues to do their jobs as efficiently and effectively as possible—which translates to profound impact.

T **HROUGH ITS COMMUNITY DEVELOPMENT GROUP,** Schwab Bank helps economically empower underserved communities, thereby creating opportunity not only for today but also for generations to come. Their work takes empathy, ingenuity, and initiative.

That's because the work is complex. It requires partnerships with intermediaries such as community development financial institutions, fund managers, and nonprofits—the organizations within the community that directly provide funds and assistance to individuals and families seeking more sustainable lives.

But it's insufficient to say that Schwab Bank's capital just funnels through these intermediaries. The Community Development Group's power lies in each business vertical's ability to navigate these intricate ecosystems and secure relationships with key players effecting large-scale, long-term change.

The **lending team** fosters relationships with—and lends hundreds of millions of dollars to—intermediaries such as community development financial institutions funding small businesses, affordable housing developments, and community facilities that invigorate neighborhoods. They contribute to Schwab Bank's outstanding CRA rating with innovative financial products and solutions.

On the receiving end of all this hard work are the **individuals, families, and small-business owners** who call these communities home—those committed to creating better lives for themselves and their neighbors.

The **grants and services team** connects Schwab Bank talent and resources to the community organizations doing the work. In addition to providing well-deserved grants and resources, they are advisers and partners, often making introductions between their colleagues and key players in the difference-making work the Community Development Group exists to support.

Working through fund managers, the **investment team** originates, underwrites, and oversees CRA-qualifying investment relationships—primarily real estate funds investing in projects that receive low-income housing tax credits, the country's most important program for creating affordable housing. Like the lending team, the investment team's creativity helps secure Schwab Bank's outstanding CRA rating.

Community development financial institutions, fund managers, and nonprofits are the Community Development Group's primary partners, putting Schwab Bank's loans, investments, grants, and services to work so people in previously underserved communities can find affordable housing or own a small business—or both—to achieve financial stability and build wealth.

As the liaison between the Community Development Group and regulators, the **compliance team** not only ensures the group's work complies with the CRA but also achieves the goals of the strategic plan.

3

The **grants and services team** connects Schwab Bank talent and resources to the community organizations doing the work. In addition to providing well-deserved grants and resources, they are advisers and partners, often making introductions between their colleagues and key players in the difference-making work the Community Development Group exists to support.

Working through fund managers, the **investment team** originates, underwrites, and oversees CRA-qualifying investment relationships—primarily real estate funds investing in projects that receive low-income housing tax credits, the country's most important program for creating affordable housing. Like the lending team, the investment team's creativity helps secure Schwab Bank's outstanding CRA rating.

Community development financial institutions, fund managers, and nonprofits are the Community Development Group's primary partners, putting Schwab Bank's loans, investments, grants, and services to work so people in previously underserved communities can find affordable housing or own a small business—or both—to achieve financial stability and build wealth.

As the liaison between the Community Development Group and regulators, the **compliance team** not only ensures the group's work complies with the CRA but also achieves the goals of the strategic plan.

3

The **grants and services team** connects Schwab Bank talent and resources to the community organizations doing the work. In addition to providing well-deserved grants and resources, they are advisers and partners, often making introductions between their colleagues and key players in the difference-making work the Community Development Group exists to support.

Working through fund managers, the **investment team** originates, underwrites, and oversees CRA-qualifying investment relationships—primarily real estate funds investing in projects that receive low-income housing tax credits, the country's most important program for creating affordable housing. Like the lending team, the investment team's creativity helps secure Schwab Bank's outstanding CRA rating.

Community development financial institutions, fund managers, and nonprofits are the Community Development Group's primary partners, putting Schwab Bank's loans, investments, grants, and services to work so people in previously underserved communities can find affordable housing or own a small business—or both—to achieve financial stability and build wealth.

As the liaison between the Community Development Group and regulators, the **compliance team** not only ensures the group's work complies with the CRA but also achieves the goals of the strategic plan.

3

The **grants and services team** connects Schwab Bank talent and resources to the community organizations doing the work. In addition to providing well-deserved grants and resources, they are advisers and partners, often making introductions between their colleagues and key players in the difference-making work the Community Development Group exists to support.

Working through fund managers, the **investment team** originates, underwrites, and oversees CRA-qualifying investment relationships—primarily real estate funds investing in projects that receive low-income housing tax credits, the country's most important program for creating affordable housing. Like the lending team, the investment team's creativity helps secure Schwab Bank's outstanding CRA rating.

Community development financial institutions, fund managers, and nonprofits are the Community Development Group's primary partners, putting Schwab Bank's loans, investments, grants, and services to work so people in previously underserved communities can find affordable housing or own a small business—or both—to achieve financial stability and build wealth.

As the liaison between the Community Development Group and regulators, the **compliance team** not only ensures the group's work complies with the CRA but also achieves the goals of the strategic plan.

3

Jaipur Lofts is a recent O-SDA Industries development in a high-opportunity area that offers affordable living options alongside real community resources.

Building Dallas' Affordable Housing Landscape

Thanks to the work of the Community Development Group, Schwab Bank helps provide stability to thousands of local families.

ON ANY GIVEN DAY across Dallas, thousands of families are making quiet calculations with big consequences: whether a rent check will clear, whether groceries can wait another few days, whether a move to a cheaper apartment will mean pulling kids from their school.

That's the reality in a city with just 65 affordable housing units for every 100 households living at or below 50% of the area's median income, according to the 2024 edition of Child Poverty Action Lab's Rental Housing Needs Assessment. Housing affordability isn't some abstract policy issue or merely a number on a page. It's a pressure that pushes on the shoulders of people doing their best to get by.

That weight exists even in a region that is surging economically. When Schwab Bank moved its headquarters to Dallas-Fort Worth in 2020, it became a member of one of the most dynamic economic growth environments in the United States. The metro area's GDP grew from \$546 billion in 2019 to \$745 billion in 2023. At the same time, the National Low Income Housing Coalition ranks the area's affordable housing shortage as the fourth-most severe in the country.

We're in an era of nationwide affordability concerns. The drivers



COURTESY OF JAIPUR LOFTS



behind that reality are complex. But Neha Shah, director of community development lending, and Jill Edwards, director of community development investments, knew that Schwab Bank had the expertise, strategy, and skills to materially impact the affordable development landscape and, by extension, the lives within traditionally underserved communities.

Today, Schwab Bank's Community Development Group is a major player in the effort to create more affordable housing—not only as a provider of funds but also as an ecosystem builder and thought partner. It's driving greater housing affordability for families across the country, and that includes digging into the real challenges in the North Texas communities that neighbor Schwab Bank's headquarters.

"Without safe, decent, and affordable housing, it's tough for anything else to fall into place," Edwards says. "When housing is unstable, it impacts kids' educations and people's health. If you're spending too much on rent, there's nothing left for other essentials or to save for the future. The reality is, without stable housing, it's nearly impossible to focus on any other part of your life."

Empowering the Dallas Housing Opportunity Fund

The Community Development Group's ongoing relationship with the Dallas Housing Opportunity Fund (DHOFF) exemplifies

Schwab Bank's commitment. The initiative has quickly become a critical lever for getting more families into affordable housing.

Spurred on by interest from the national organization Local Initiatives Support Corporation, DHOFF started in 2021 with a \$6 million seed investment from the city of Dallas to address growing housing disparities. A few years later, the fund has grown to \$41.5 million with support from private partners, including Schwab Bank. In an arena such as affordable housing, where the issues are deeply rooted, providing people with better housing options requires true collaborative efforts from both public and private stakeholders. That's what the city of Dallas has found in Schwab Bank's Community Development Group—a committed and strategic partner.

"It's so important for us to have a hand in developing an ecosystem that makes deals viable and get off the ground," Shah says. DHOFF allows Schwab Bank's Community Development Group to invest broadly across Dallas. DHOFF has some \$60 million in work lined up. "These are complex transactions," Shah says. "But DHOFF gives us the opportunity to be invested in a number of projects throughout the city."

Shah and Edwards have cultivated relationships with key players, including Megan Lasch, owner and president of O-SDA Industries (O-SDA), an affordable housing developer.

"If you're spending too much on rent, there's nothing left for other essentials or to save for the future. The reality is, without stable housing, it's nearly impossible to focus on any other part of your life."

— JILL EDWARDS
DIRECTOR OF COMMUNITY DEVELOPMENT INVESTMENTS, SCHWAB BANK



Overcoming Roadblocks to Affordable Housing

BUILDING AFFORDABLE HOUSING requires a complex network of public and private partners. Here are some of the players who collaborate to bring affordable housing to Dallas.

DALLAS HOUSING OPPORTUNITY FUND

Raises investment funds and filters into two community development financial institutions.

COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS

LISC Fund Management (national) and TREC Community Investors (local) are responsible for Dallas Housing Opportunity Fund's design, administration, and marketing.

PRIVATE PARTNERS

Groups like Schwab Bank's Community Development Group invest in the fund and facilitate critical connections.

FOR-PROFIT AND NONPROFIT DEVELOPERS

Scout projects, receive funding, and build affordable housing.



In addition to providing 87 housing units, Kiva East offers a free, on-site Montessori-inspired preschool from Bezos Academy for residents' children.





Amenities at Jaipur Lofts include a fully furnished clubhouse with a community kitchen (top) and a cyber lounge.

“They introduced us to several community development financial institutions last year that were a conduit for subordinate debt at a lower interest rate,” Lasch says.

With affordable housing tax credits shrinking and interest rates well above where they were five years ago, Lasch says she’s needed additional gap financing to put together projects over the last few years. In the case of Kiva East and Jaipur Lofts, two recent O-SDA developments, DHOF got the projects off the ground by funding loans at interest rates of 3.5%–4%, compared to market rates around 6.5%. A couple of percentage points doesn’t look like much on paper, but they translate into hundreds of thousands of dollars over the life of a loan. That creates margin for developers, allowing projects to succeed in high-opportunity areas that offer affordable living options alongside real community resources.

“We’re focused on high-quality infill development on really good real estate,” Lasch says. “I want to build in areas where people can walk to things, areas where market-rate development is already being done.”

Kiva East alone brings 87 housing units—70% affordable and 30% market rate—to an up-and-coming slice of Old East Dallas. And it comes with an on-site Montessori-inspired preschool from Bezos Academy, offering a high-quality early childhood education experience at no cost to residents. For Jennifer Marquez, head of school at Kiva East, the difference it makes is obvious in the rhythms of day-to-day life, as parents drop off their children before school, older siblings swing by to say hello, and families gather after school to socialize and build relationships.

Before enrolling her kids, one mother of four had been watching her two youngest during the day and working overnight shifts to make it all work.

“With reliable, full-day early learning for her younger children, she was finally able to switch to a daytime shift,” Marquez says. “Suddenly, evenings at home became dinnertime together, helping with homework,

Impact by the Numbers

Quantifying Schwab Bank’s impact on housing, 2010–2025.

\$6.9_B

Committed to affordable housing

1_M

Affordable housing units created

Bolstering the Front Lines of Affordable Housing

IN 2023, SCHWAB BANK PROVIDED grant capital and pro bono consulting to help catalyze the Dallas Housing Coalition. The grassroots organization brings together nonprofits, developers, civic leaders, and individuals to push for policies that make housing more attainable for all families—including securing tens of millions of dollars for housing and homeless solutions in a recent bond package.

By 2024, the Dallas Housing Coalition had grown to more than 250 members. With another grant from Schwab Bank, it was able to hire its first executive director. Those behind-the-scenes dollars and service hours may not make for great headlines, says Community Development Senior Manager Andrea Glispie, but they matter when it comes to changing the environment for affordable housing. “There are so many layers that make affordable housing possible,” Glispie says.

Schwab Bank’s engagement with the Dallas Housing Coalition is just one example from the company’s annual **Community Impact Challenge**, in which employee teams partner with nonprofits and small businesses to address challenges in areas such as operations, marketing, technology, finance, and strategy. These initiatives expand the capacities of the nonprofits and small businesses and maximize the Community Development Group’s impact by recruiting time and talent from other departments within the bank. (Read more about the Community Impact Challenge on page 19.)

For the 2025 Community Impact Challenge, Schwab Bank devoted resources to 18 organizations, including Inclusive Communities Project, Innercity Community Development Corporation, and Renaissance Heights United, which support affordable housing in communities with limited resources.

“Suddenly, evenings at home became dinnertime together, helping with homework, reading bedtime stories, and simply being present in a way [one mother of four] hadn’t been for years.”

– JENNIFER MARQUEZ
HEAD OF SCHOOL, KIVA EAST

reading bedtime stories, and simply being present in a way she hadn’t been for years.”

Laying the Foundation for Affordable Housing

The impact of Schwab Bank’s Community Development Group isn’t confined to the dollars and services it provides. The group has become part of the connective tissue of Dallas’ affordable housing network. It makes introductions between people like Lasch and funding sources that could put development projects over the edge. The Community Development Group brings together people with resources and those who could benefit from them, driving systems-level change that can position entire neighborhoods for success.

“Our work around affordable housing is so much more than just providing the capital to build the housing,” says Andrea Glispie, senior manager for community development at Schwab Bank.

The Community Development Group also serves as a critical advocate at a time when society needs powerful organizations willing to put their expertise behind building more thriving communities.

In 2024, Dallas approved a bond package that included \$82 million for housing and homeless solutions, priorities backed by Schwab Bank-supported Dallas Housing Coalition and other stakeholders (see sidebar). That funding is intended to expand affordable housing opportunities for Dallas-area families, which may give them more

chances to pursue upward mobility and break the cycle of poverty.

Creating Real Impact

The Community Development Group’s efforts are making a difference for North Texas families—and enhancing Schwab Bank’s reputation as a financial institution that brings creative solutions to the table to drive change.

Over the last 15 years, the group has overseen \$6.9 billion in loans, investments, and grants to develop affordable housing across assessment areas in the western and southwestern sections of the United States. That funding has helped spur the creation and preservation of an astounding 1 million housing units. That’s more families whose children may not have to switch schools or make new friends. That’s more families who may be able to sleep a little easier at night knowing they have a safer environment and steadier foundation to build their lives around.

Though there’s still a long way to go, the group’s efforts are expanding Dallas’ affordable housing landscape. Kiva East and Jaipur Lofts are signs that the tides are slowly turning, that families who once felt the stressors of isolated, expensive, or unstable housing are finding communities to call home. The projects offer a powerful reminder that thoughtful capital, deployed with purpose, can do more than finance housing. It may help rebuild the foundation of communities and provide families with lasting stability. ■

Securing the Futures of Community Entrepreneurs

Through strategic partnerships, Schwab Bank's Community Development Group helps small-business owners from underserved communities achieve their dreams.

Tammy Loving, founder of Gnivol Events LLC, is a veteran who found the resources and mentorship she needed to secure her future as a small-business owner through PeopleFund, which is supported by Schwab Bank.



S MALL BUSINESSES are more than just storefronts and service providers. They're fixtures in their communities. They're jobs creators and sources of neighborhood pride. Many aspiring entrepreneurs face serious roadblocks in turning ideas into sustainable businesses. Schwab Bank's Community Development Group is working to ensure that people who have had difficulty obtaining traditional loans get the resources they need be successful entrepreneurs.

Tammy Loving's Gnivol Events LLC could've been just another business that went by the wayside. In the middle of 2023, as she recovered from a double mastectomy to remove the breast cancer she'd been diagnosed with earlier that year, the DeSoto, Texas, resident had something of

an epiphany. Tomorrow wasn't promised. After two decades in the corporate world, she decided it was time to give her business idea a go on a full-time basis.

"I was giving 150% to other businesses," she remembers. "Why don't I do that for myself and my community?"

But standing up an events planning company would require help. In Dallas, as in many areas of the country, starting a small business is difficult. It requires not only a strong vision and determination but also extensive practical knowledge and expertise. That's why so many end up failing: one in five small businesses don't make it past the first year; by year five, nearly half have closed up shop, according to a Commerce Institute analysis of 2024 data from the U.S. Bureau of Labor Statistics. A business idea is one thing.





COURTESY OF GRAVEEN AMERICA



Thanks to resources from Grameen America, which is supported by Schwab Bank, Brooklyn restaurant owner Merejilda has been able to build a business while having the flexibility she needs to be a mom.

Establishing it, gaining customer trust, and reliably turning a profit is another.

Loving, who served in the U.S. Navy for 11 years, soon found the assistance she needed. She enrolled in a business accelerator with veteran-oriented programming through PeopleFund, an Austin-based, small-business lender supported by Schwab Bank. There, she found a network of mentors and resources that provided the final push to make her dream of running a successful, community-centered business for life's special moments a reality.

Backing Small Business

Long before Gnivol was up and running, Schwab Bank's Community Development Group had been working to solve a larger piece of the economic puzzle for small businesses.

Small businesses represent 43.5% of the gross domestic product in the United States and employ nearly half of the nation's workforce, according to the U.S. Chamber of Commerce. For every 1 percentage point increase in a given state's entrepreneurship, there's a 2 percentage point decrease in poverty, the Goldwater Institute found. In other words, investing in small businesses can uplift communities and support a more resilient economy. However, empowering new entrepreneurs proves tricky.

One obstacle is financing, as small-business owners may lack sufficient assets, liquidity, or the credit required by financial institutions to access capital. But many of them do have what it takes to build a thriving small business: a great idea and a strong work ethic.

When Schwab Bank established its headquarters in Dallas-Fort Worth in 2020, it committed to learning the local small-business ecosystem and becoming part of the solution. Neha Shah, director of community development lending at Schwab Bank, contacted PeopleFund, a Texas-based community development financial institution that aims to equip underserved communities with economic opportunity. It soon became clear that Schwab Bank and PeopleFund could become great partners.

It wasn't long before Schwab Bank's Community Development Group became an essential part of PeopleFund's work to address some of the most complex and pressing problems in local entrepreneurship. Schwab Bank made an initial grant, and soon after, Shah took a seat on PeopleFund's board of directors as Schwab Bank continued investing in the organization.

Established with the humble aim of improving financial access in one Austin neighborhood, PeopleFund now has 11 offices across Texas. It also co-founded and serves as the managing member of the Veteran Loan Fund, a nationwide loan fund that empowers veterans like Loving to pursue small-business ownership.

"During deployment, military members are not building their networks or building their credit. They're focused on their mission," says Gustavo Lasala, president and CEO at PeopleFund. "But they do have discipline and training to overcome adversity."

Small-business owners face plenty of adversity as it is. For veterans and their spouses transitioning to civilian life, those challenges are heightened by a \$100 million funding gap in entrepreneurship and small-business ownership, one that the Veteran Loan Fund was established to close. The online platform does so by connecting veterans with business lenders, education partners, and digital tools specifically designed to help them in building and running a business.

"It provides the catalytic capital and the critical technical support," Shah says.

Shah's relationship with PeopleFund illustrates Schwab Bank's dynamic role in community building. The Community Development Group connected PeopleFund to the Dallas-based DEC Network, for instance, which now serves as the home of the Austin organization's satellite office.

In addition to its investment in the Veteran Loan Fund, Schwab Bank's

Community Development Group provides PeopleFund with philanthropic support and has a direct loan to the organization. In some cases, where Shah and team find organizations doing great work that are too small to warrant a Schwab Bank investment, they'll connect them with PeopleFund. One example: The Community Development Group introduced PeopleFund to Entre Capital, which later became a PeopleFund loan recipient.

"Schwab Bank's role goes far beyond providing capital," Shah says. "We make strategic connections that strengthen the broader community development ecosystem, ensuring our community partners have the resources and support they need to thrive. Being a trusted thought partner means showing up—even when we're not the direct funder—and demonstrating our long-term commitment to impact."

Microloans With Big Impact

Another way Schwab Bank supports small businesses is through its relationship with Grameen America, a community development financial institution that helps very small businesses and entrepreneurs from underserved communities get up and

Impact by the Numbers

Quantifying Schwab Bank's impact on small businesses, 2010-2025.

\$1B

Committed to small-business and sustainable job creation

60K

Small businesses supported

6.8K

DFW small businesses supported

running. Far too many prospective business owners get small-dollar loans from predatory lenders, which are getting harder and harder to recognize as they move online and create branding that blends with more reputable establishments. Catastrophic interest rates from such exploitative lenders have sunk many small businesses before they really had a chance. As an alternative, Grameen America offers microloans of up to \$2,500 without requiring credit history or collateral, at much lower interest rates.

With Grameen America, entrepreneurs prove their fiscal responsibility by completing the initial loan cycle. They're eligible to receive larger loans over time. And, importantly, they're also provided with valuable peer support, credit building, and education to help along their journeys. Across the country, Grameen America has provided more than 1.5 million loans to support small-business growth since 2008. That's been made possible by funders like Schwab Bank: The Community Development Group supports the organization with ongoing grants and lending capital.

"The Grameen America model stands out because it's built on a group lending approach that empowers entrepreneurs who have historically been denied assistance," Shah says. "By offering small microloans that increase over time—and pairing them with peer support and accountability—Grameen America reaches a segment of the market that traditional lenders consistently overlook. It's a distinctive and vital part of our portfolio."

It's through that model that people like Merejilda, a restaurant owner in Brooklyn, can achieve the lives they envisioned and worked toward. After coming to the United States from the Dominican Republic, Merejilda saw small-business ownership as a way to support her family while setting her own hours, meaning she could continue in her most important role as a mom. Now, her son works alongside her in the kitchen, as the family puts away money to secure their future.

"We make strategic connections that strengthen the broader community development ecosystem. Being a trusted thought partner means showing up—even when we're not the direct funder—and demonstrating our long-term commitment to impact."

— NEHA SHAH
DIRECTOR OF COMMUNITY DEVELOPMENT LENDING, SCHWAB BANK

Merejilda credits Grameen America's support with keeping her business afloat during tough times—and for providing a network that continues to serve her today.

"I'm so grateful for Grameen America and the friendships I've made through the program," she says. "I now know I can always rely on my fellow members when I'm going through a difficult time."

Creating a Prosperous Future

For Schwab Bank, the Community Development Group serves multiple purposes. Sure, it helps the company fulfill its requirements under the federal Community Reinvestment Act, which encourages banks collecting deposits from a community to invest in that same community's underserved neighborhoods. But its approach as a true partner to community organizations underscores Schwab Bank's commitment to helping small businesses thrive.

Of course, it's particularly validating when those efforts help people such as Loving pursue their dreams. The Gniivol owner says she's thankful every day that she remains cancer-free. She's become an advocate for cancer research and hosts events to raise money for organizations such as Susan G. Komen. And beyond her philanthropic efforts,

business is good. She focuses on bringing joy to every event she puts together.

"Don't do it alone," Loving advises. "There are so many opportunities out there that are free. There are people who want to see you succeed and help you grow. All you need to do is put in the work to look—and to get someone to walk with you through your journey"

With Schwab Bank's support, PeopleFund's impact continues to expand. In the past six years, the organization has done more lending than in the previous 25. The Veteran Loan Fund has now provided more than \$107 million in funding.

"Partnerships like ours with Charles Schwab Bank are key," Lasala says. "Critical to us is to find what motivates a funder and ensuring alignment on a common goal and vision for the communities we are both supporting"

In Schwab Bank's Community Development Group, PeopleFund has found its common ground. While capital and the credibility brought by the Schwab name matter, the best outcomes take the form of community vitality: open storefronts, trusted services, and well-paying jobs. When small businesses succeed, the benefits ripple outward, turning one entrepreneur's dream into community prosperity. ■

Thriving Communities Lift Us Together

Charles Schwab empowers North Texans through commitment and opportunity.

THE WORK OF SCHWAB BANK'S Community Development Group featured throughout this report is powerful, and yet it's only one aspect of Charles Schwab's commitment to uplifting our communities. "Service is woven into the fabric of our entire company," says Chris Wyse, Charles Schwab's chief corporate affairs officer and president and chair of Charles Schwab Foundation.

At Schwab, we believe in the extraordinary potential of our vibrant headquarters region of North Texas—home to doers, believers, and difference-makers. We are committed to supporting them, not only as a financial institution but also as a neighbor who shares their hopes and values. Our presence here is grounded in deep, lasting relationships with the people and organizations driving sustainable progress across our neighborhoods.

Our investments are more than just dollars. We work hand in hand with local nonprofits, educators, and community leaders to enrich the lives of the people who live and work in North Texas.

We are committed to a future where everyone can prosper, whether it's a young student building confidence through financial education, a first-generation entrepreneur launching a small



Impact by the Numbers

Schwab's impact is built on our long-standing partnerships with community organizations, our dedicated employees who volunteer tens of thousands of hours each year, and our financial investments guided by community needs.

\$247^M

Infused into North Texas communities through grants, loans, and investments from Charles Schwab & Co. Inc. (includes Charles Schwab Bank and Charles Schwab Foundation), 2021–2024



\$3.9_M

Contributed to affordable housing, economic development, financial capability, and diverse markets sponsorships in North Texas in 2025

\$5.2_M

Granted to 350+ North Texas nonprofits in 2025

\$20_M

Generated for 33 North Texas nonprofits through 2024 Charles Schwab Challenge tournament ticket sales



Schwab focuses on financial literacy because it opens the door to a brighter financial future for everyone.



business, or a family finding stability through affordable housing. Because we know that a stronger, more connected community creates opportunities for more people.

Schwab helps people achieve brighter futures by advancing financial literacy and fostering strong communities—the two core pillars of our culture of giving that ensure we help strengthen our impact in our home region.

Investing in North Texans' Futures

Financial education has the power to change people's lives. When people have the knowledge and skills to make informed decisions about their money, it opens the door to a more prosperous future.

Schwab advances financial literacy through engaging and accessible financial education programs that support people across every life stage. Financial health is a lifelong endeavor, and the earlier people learn vital money skills, the better. Our work starts with financial education for kids and continues into early adulthood, supporting the next generation on their journeys to become moneywise.

We partner with some of the largest youth development organizations, including Boys & Girls Clubs, Girl Scouts, Junior Achievement, National 4-H Council, and Uplift Education, the largest public charter school network in North Texas, to make

29_K

Volunteer hours contributed by 2,700+ North Texas Schwab employees across 130+ nonprofits in 2025

39%

Volunteer participation among North Texas Schwab employees in 2025

340_K

Meals packed by 1,300+ North Texas Schwab employees during the 2025 Season of Giving (approximately one-third of the nationwide campaign total)

financial education more accessible in our hometown region. In addition, Schwab employees are volunteers, mentors, and champions of financial literacy who are trained to teach financial education in classrooms and nonprofits, supported with volunteer time off and ongoing engagement opportunities.

Our goal is to help North Texans build financial knowledge and confidence, especially those who may have limited access to financial education.

For the past four years, Schwab Moneywise has delivered financial education through the GEMS Camp, a STEM mentoring and summer program designed for Dallas-Fort Worth area girls in grades 7–12 who are underrepresented in science, technology, engineering, and math. The eight-week financial literacy and money management

Our work starts with financial education for kids and continues into early adulthood, supporting the next generation on their journeys to become moneywise.

series includes financial workshops on budgeting, saving, and investing basics. The program also hosts student field trips to the Schwab campus in Westlake to meet the employee mentors, a dedicated group of women volunteers who commit each year to lead the sessions.

We also extend our Schwab Moneywise programming to support individuals in many different stages of life. In partnership with Cornerstone Assistance Network, Schwab volunteers have taught financial literacy to men who are transitioning from homelessness or substance abuse. The participants receive spiritual, physical, and emotional support alongside financial guidance and mentoring. The core focus of the program is to equip the participants to pursue education, vocational certification, and long-term economic independence, which not only better their lives but also positively impacts local communities and economies.

Where Service Meets Purpose

By giving back, showing up, and building strong connections, we’re accelerating the vibrancy of our hometown.

Our employees share our commitment to a thriving North Texas. In 2025 alone, more than 2,700 North Texas Schwab employees contributed 29,000 volunteer hours. We make it easy for them to support meaningful causes, including pro bono consulting

events that address challenges facing local nonprofits, an employee-choice grant voting program that gives employees a say in which local nonprofits we support, and providing a 2:1 match to their donations for North Texas Giving Day.

In support of financial education, Schwab’s partnership with Uplift Education has helped approximately 1,500 high schoolers build practical financial skills since 2022. In the 2025–26 school year alone, the Schwab Moneywise program served 569 scholars across Uplift’s nine campuses, contributing to a 13-percentage-point increase in savings account knowledge and an 11-point increase in understanding gross versus net pay. Schwab funding also supported career exploration field trips, helping more than 1,000 scholars connect classroom learning with real-world college and career pathways. “I can use a budget, save for emergencies, and make smart choices about spending. This will help me avoid debt and reach my financial goals,” one 11th-grade scholar shares.

The annual Community Impact Challenge is a signature example of Schwab’s pro bono work, bringing together colleagues from across the firm to support nonprofit organizations. The Community Impact Challenge is a “flash consulting” initiative that pairs employee teams with North Texas nonprofits and small businesses that need assistance with operations, marketing, technology, human resources, finance, or strategy. By applying their professional expertise to these business challenges, employees expand the partner organizations’ capacities and maximize Schwab’s collective community impact.

In the last three years, the Community Impact Challenge has completed 39 projects for 28 North Texas-based nonprofits and four small businesses led by local entrepreneurs. Following their participation, nonprofit organizations reported obtaining more than \$1.6 million in funding.

Schwab also empowers employees to make a direct impact in their communities through hands-on service with annual initiatives, such as Schwab Volunteer Week and Season of Giving.

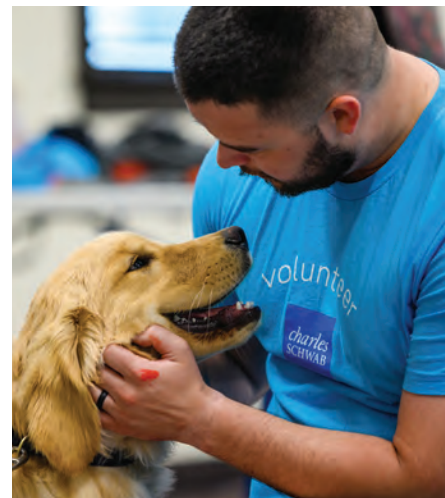
1K+

North Texas students connected classroom learning with college and career pathways through Schwab-supported field trips

39

Community Impact Challenge projects completed for 28 DFW nonprofits and four entrepreneur-led small businesses over three years

In 2025, North Texas-based Schwab employees volunteered a collective 29,000 hours across more than 130 nonprofits.



Schwab Volunteer Week brings together employees to strengthen the communities where they live and work. The program, which began in 2004, now engages more than 8,500 employees nationwide, supporting 350 U.S. nonprofits that address hunger, youth development, financial literacy, and access to essential resources, among a variety of causes. In 2025, Charles Schwab Foundation also provided more than \$500,000 in grants to participating organizations. In North Texas, more than 1,500 employees volunteered to support 50 local nonprofits, supported by Schwab's network of employee community ambassadors who identify local needs and coordinate volunteer efforts across the region.

Addressing food insecurity is a key focus of Schwab's annual Season of Giving campaign. During the 2025 initiative, more than 4,000 employees nationwide packed and distributed more than 1 million nutritious meals and contributed nearly 8,000 volunteer hours. The Charles Schwab Foundation also provided \$300,000 in grants to participating organizations. In North Texas, more than 1,300 employees packed 340,000 meals, about one-third of the campaign total, and supported local partners including Harvest Pack and Tarrant Area Food Bank.

"We're proud to be part of this thriving North Texas community," Wyse says. "We truly see it as a privilege to be able to invest in our communities and strengthen the place we call home." ■

"Service is woven into the fabric of our entire company."

— CHRIS WYSE
CHIEF CORPORATE AFFAIRS OFFICER, CHARLES SCHWAB
PRESIDENT & CHAIR, CHARLES SCHWAB FOUNDATION

Leading by Example

Schwab's **Christine Peterson** turns a lifelong passion for service into greater employee engagement and meaningful community impact.



CHRISTINE PETERSON, a senior specialist in Advisor Services based in Westlake, was named one of Charles Schwab's 2026 Outstanding Community Service Award winners. As a Community Ambassador and volunteer leader, Peterson helps her fellow employees turn their desire to give back into action across North Texas.

What first inspired you to make community service central to your life?

CP: Growing up, I benefited from and was involved with local nonprofits. For about 10 years, I helped with holiday events and toy drives and learned the ins and outs. I fell in love with it. That love carried into my family, my children, and every workplace I joined. Service is integrated into our lives.

Which experience best captures the impact you hope to make?

CP: The Harvest Pack event is special because, as a project leader, I can see the full circle. Schwab hosts more than 1,300

employees in our Westlake and Southlake campuses who pack 340,000 meals for the Tarrant Area Food Bank. Later, I see it on pantry shelves being distributed to my neighbors. It allows me to show my colleagues where their work goes and the difference they make.

How would you describe Schwab's culture of giving?

CP: Schwab's culture of giving is unlike anything I've experienced elsewhere. The firm offers many ways to give back, from financial literacy and volunteering to matching gifts, providing the resources and opportunities to serve. When you have real love and excitement for giving, it's contagious.

What role does financial literacy play in your approach to community service?

CP: Financial literacy is important to me because young people may not know what resources are available to them, like the financial education tools and resources available at SchwabMoneywise.com. I started working at 15, and, looking back, I would have

made different choices if I had known then what I know now. Helping young people build knowledge early can give them greater confidence in making financial decisions.

How do you encourage colleagues to get involved?

CP: My excitement makes me a resource for my teammates. One team leader had not taken advantage of his paid time off to volunteer. After we talked about the benefit, he took advantage of it. Having someone you know who can answer questions and guide you toward resources makes getting involved easier.

What does receiving Schwab's 2026 Outstanding Community Service Award mean to you?

CP: It's deeply meaningful because it represents the impact of the work and the people it supports. Knowing others value those efforts and feel inspired to get involved means so much. I'm also grateful for the opportunity to donate my \$2,500 award back to the community through my favorite local nonprofit. ■



Charles Schwab & Co., Inc. and Charles Schwab Bank, SSB are separate but affiliated companies and subsidiaries of The Charles Schwab Corporation. Brokerage products and services are offered by Charles Schwab & Co., Inc., Member SIPC. Deposit and lending products and services are offered by Charles Schwab Bank, SSB, Member FDIC and an Equal Housing Lender.

Charles Schwab Foundation is a 501(c)(3) nonprofit, private foundation funded by The Charles Schwab Corporation. It is not part of Charles Schwab & Co., Inc. or its parent company, The Charles Schwab Corporation.

The Foundation and The Charles Schwab Corporation and its affiliates are unaffiliated with Boys & Girls Clubs of America, Girls Scouts of the USA, and Junior Achievement USA.

© 2026 Charles Schwab & Co., Inc. All rights reserved. Member SIPC. (1126-C2M6)