

Huntington Human Rights Statement

At Huntington, our business model and approach to generating sustainable returns are anchored by the concept of shared value. We are committed to our purpose of making lives better, helping businesses thrive, and strengthening the communities we serve.

Every day, our colleagues fulfill our purpose and drive performance by embodying our core values:

- **Can-Do Attitude:** We enthusiastically work and succeed together.
- **Service Heart:** We work with an inclusive spirit, putting ourselves in each other's shoes to better understand how we can help.
- **Forward Thinking:** We are always looking ahead for ways to be the very best.

Our colleagues' efforts to better serve our customers and their financial needs, in turn, enable the strength and growth of our communities and the success of our business.

Huntington supports fundamental principles of human rights across all our business activities. Huntington's respect for the protection and preservation of human rights is guided by the principles set forth in the United Nations Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our commitment to diversity, equity and inclusion reflects an understanding and acceptance of diverse points of view, abilities, backgrounds, and experiences. This commitment applies to every aspect of our business, and we firmly stand against discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

Our Code of Conduct and Ethics outlines how we desire to behave. It serves as an ethical compass and a powerful guide to decision-making across the organization. The Code provides guidance and resources to help avoid unethical behavior, conflicts of interest and any appearance of impropriety, and creates a meaningful connection to our mission, vision, and values. On an annual basis, all Huntington colleagues are required to complete online training and acknowledge that they have read, understood, and will comply with the Code. Except for the provisions of the Code that are specifically applicable only to colleagues, members of the boards of directors of Huntington and its affiliates are also bound by the Code. Anyone who violates the Code or otherwise fails to follow our ethical and professional standards may be subject to disciplinary action, up to and including termination of employment or business relationship.

Huntington strives to support our markets and communities in a responsible manner, contributing to an environment of economic stability and sustainable growth. We also expect our suppliers to share our commitment to do the right thing by embracing the social, environmental, and ethical responsibilities outlined in our Service Provider Code of Conduct. This Service Provider Code of Conduct sets forth our expectations for suppliers that Huntington engages in areas including ethical business practices, labor and human rights, health and safety, diversity, environmental responsibility, privacy and confidentiality.

We recognize that respecting and supporting human rights requires ongoing leadership and effort. Below are just some of the actions that Huntington takes to ensure we are living our values every day and are honoring our unwavering commitment to the promotion of human rights across all of our business practices.

- Offering equal employment opportunity and equal access to all and committing to diversity, equity, inclusion and accessibility in our workplace and in connection with the services we provide to our customers.
- Supporting communities through financial inclusion and community engagement, including implementing community plans that strengthen the communities we serve by helping people and supporting the economic, social and cultural development of underserved communities and businesses and advancing social equity for our colleagues and our communities.
- Establishing a Social Equity Plan for our colleagues to promote a diverse, equitable and inclusive culture and best ensure the development, career advancement, engagement and overall experience of each Huntington colleague. Among other things, this Plan includes establishing an annual cultural celebration week dedicated to promoting cultural awareness during which colleagues will be encouraged to share, learn, respect and appreciate cultural differences and providing all colleagues with the benefit of a paid cultural celebration day to observe, recognize and celebrate cultural importance and events that are meaningful to them.
- Committing to providing a respectful, safe and secure work environment for all colleagues.
- Doing the right thing and conducting our business in accordance with applicable workplace laws and regulations related to the prohibition of discrimination, retaliation and harassment and ensuring the safety, health and protection of our colleagues.
- Encouraging colleagues to raise concerns, ask questions and report potential policy violations or suspicious behaviors, without fear of retaliation, using multiple available resources including a confidential 24-hour Ethics Hotline which provides the option of reporting anonymously.
- Requiring the completion of annual training by our colleagues on many topics related to promoting a workplace free from unlawful discrimination, harassment and retaliation and preventing the illegal use and provision of our products and services.
- Maintaining policies and practices that commit to upholding fundamental rights in our interactions with colleagues, customers, suppliers, shareholders and the communities we serve.

Our Statement Against Modern Slavery

None of our colleagues should ever be subjected to servitude, forced and/or compulsory labor or human trafficking. Colleagues should have the freedom to work for their employer and to leave if they so choose. Likewise, we require our suppliers to comply with their legal obligations and we additionally expect all our suppliers to treat their workforce in a like fashion.