



# Growing Our Impact



2021 ESG REPORT

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# Message from Our Chairman, President, & CEO and Lead Director



To our fellow shareholders, customers, colleagues, and community members—**Welcome.**

2021 was a transformational year for Huntington. We completed the largest acquisition in our history, creating a Top 10 Regional Bank with the acquisition of TCF Financial Corporation (TCF). As part of the transaction, we welcomed new colleagues, converted over 1.5 million customers to the Huntington platform, expanded into exciting new regions such as Denver and the Twin Cities, and increased our presence in dynamic markets. Importantly, we also enhanced product and service offerings, building on our Fair Play Banking philosophy.

We continued to invest in our colleagues in a number of important ways, supported small business throughout our expanded footprint and the nation, and invested heavily in our communities. We also advanced our unwavering commitment to diversity, equity, and inclusion (DEI), elevated our focus on climate risk, and explored potential pathways to a net zero carbon commitment.

To the nearly 20,000 Huntington colleagues whose passion and hard work put our Purpose into action, thank you.

**Today, we are one Huntington.** Together, we have greater resources, size, and scale to seize opportunities and serve our customers and communities on our journey to becoming a Category of One company. We would like to share a few examples with you.

## We have a clear Purpose at Huntington:

To make people’s lives better, help businesses thrive, and strengthen the communities we serve. Looking out for people is deeply embedded in our culture.



## COMMITMENT TO CUSTOMERS AND COMMUNITIES

We have long been a believer in shared value. Doing good is good for business. In an effort to look out for our customers’ financial well-being, we have continued to expand on our Fair Play Banking suite of products and many other digital banking tools since 2010. Through 24-Hour Grace®, Asterisk-Free Checking®, Money Scout®, \$50 Safety Zone™, Standby Cash®, and Early Pay, we have provided qualifying customers with more time to make a deposit to avoid overdraft and return fees, insights and technology to help them build savings, access to cash with a digital-only line of credit, and early access to their pay checks. Our efforts to provide distinctive products and no-nonsense, transparent service benefit our customers and Huntington through increased customer loyalty.

We have also made significant progress toward achieving our Vision to become the nation’s leading people-first, digitally powered bank. In 2021, for the first time, we acquired the majority of our new checking account customers digitally and one-half of our new mortgages were digitally assisted. We were also ranked #1 in customer satisfaction with mobile banking apps among regional banks for the fourth year in a row by the J.D. Power 2022 U.S. Banking Mobile App Satisfaction Study\*. Our team continues to innovate with digital advances for consumer, small-business, and commercial customers.

Small business is the lifeblood of our communities, and 2021 marked our fourth consecutive year as the nation’s largest originator in number of Small Business Administration (SBA) 7(a) loans and the 13<sup>th</sup> consecutive year leading all financial institutions in our region\*\*. We are honored to support our nation’s small businesses and embrace the role we can play working together to enrich the communities in which we operate. Piloted in late 2020 and launched in 2021, our Lift Local Business® program provides greater access to capital, business-planning services, and educational resources to minority-, woman-, and veteran-owned businesses. In 2021, we increased our funding commitment to Lift Local Business to \$100 million to bring relief, recovery, and growth to businesses.

To help drive meaningful change and improve economic vitality and financial security for those we serve, in 2021, we announced our five-year, \$40 billion Community Plan, which focuses on home and consumer lending, small business, community development lending and investing, and racial and social equity. Providing financial inclusion and upward economic opportunities to historically marginalized and under-served communities is at the heart of our Community Plan.



Within the first seven months of implementing our Community Plan, we committed \$7.6 billion toward our five-year goal through the expansion of small-business lending programs in our communities; affordable mortgage lending to low-to-moderate income borrowers; and increasing the availability of capital to historically under-resourced people, businesses, and communities, inclusive of programs and services that foster DEI.

### COMMITMENT TO COLLEAGUES

In 2021, we continued to invest in our colleagues’ personal, emotional, physical, and financial well-being through enhanced benefits programs, resources, and policies, including expanded medical benefits, counseling, and cultural benefits. We also codified our workplace flexibility plans, which are designed to help colleagues achieve greater work/life balance. We enhanced our military leave policy to assist colleagues with young children affected by deployment and expanded eligibility for our colleague tuition reimbursement program. We also increased colleague pay to a minimum of \$19 per hour effective January 1, 2022. Our Community Plan and Social Equity Colleague Plan actions furthered our efforts to engage, develop, retain, and attract diverse talent representative of the communities and markets we serve.

### COMMITMENT TO DEI

Our DEI strategy encompasses workforce diversity, workplace inclusion, supplier diversity, and community engagement. In 2021, 68% of our total workforce was gender or racially/ethnically diverse, and 45% of our Middle and Executive Management roles were gender or racially/ethnically diverse. In addition, as of December 31, 2021, 50% of our Executive Leadership Team was gender or racially/ethnically diverse. While progress made across key performance indicators such as cultural engagement, pay equity, and senior and executive succession is positive, we must continue to enhance the diversity of our workforce and deepen our DEI commitments.



\*Huntington received the highest score among regional banks (\$75B to \$200B in deposits) in the J.D. Power 2019-2022 U.S. Banking Mobile App Satisfaction Studies, which measure customer satisfaction with financial institutions’ mobile applications for banking account management. Visit [jdpower.com/awards](https://www.jdpower.com/awards) for more details

\*\*Largest by number of 7(a) loans for SBA fiscal years 2019-2021; Source: U.S. Small Business Administration



Our commitment to DEI extends beyond colleagues—in 2021, over 21% of our total supplier addressable spend was with diverse suppliers. In addition, our actions to advance racial equity and social justice extend to our communities. In 2021, we allocated \$3 billion to community outreach initiatives focused on racial and social equity.

**COMMITMENT TO ENVIRONMENTAL IMPACT**

Huntington has been on a multiyear journey to implement an environmental sustainability strategy centered on energy efficiency and emissions reductions. We have effectively reduced our operational emissions by 35% since 2017 and are now focused on Scope 3 (value chain) emissions, environmental equity, and development of a net zero commitment. We also understand the role we can play in supporting and guiding our customers as they, too, seek to reduce their carbon footprint.

To this end, we have made investments to enhance our performance on key environmental and climate initiatives by appointing two new leadership positions. To address the growing challenge of climate change and climate risk, our Climate Risk Director is developing and planning to implement climate risk assessments, governance, and reporting frameworks that enable us to identify risks and implement climate change mitigation strategies. Our Environmental Strategy & Sustainability Director is guiding Huntington’s environmental stewardship, strategy, and performance inclusive of charting our long-term net zero commitment and reducing our carbon footprint.

We are committed to catalyzing the progress we have made to reduce our impact on the environment.

**COMMITMENT TO GOVERNANCE**

Strong leadership and sound corporate governance are essential to the long-term success of any organization. Huntington’s Board members are accomplished leaders from diverse backgrounds, bringing the perspectives, skills, and experience necessary to drive continued success. As of our 2022 Annual Meeting of Shareholders, 47% of our Board members are diverse. By actively seeking diversity in the boardroom, the Board sets the tone for our entire organization.

Management and the Board remain acutely focused on driving and overseeing our environmental, social, and governance (ESG) efforts. Although all Board-level committees oversee various aspects of Huntington’s ESG program, two committees changed their names in 2021 to better reflect their ESG remit. The Nominating & Corporate Governance Committee is now the Nominating & ESG Committee, and our Compensation Committee changed its name to the Human Resources & Compensation Committee.

In addition, in 2021 we expanded our ESG governance structure to include an enterprisewide ESG Strategy Team and Climate Risk Management Working Group.

**IN CLOSING**

We are entering a new era of growth and opportunity at Huntington. We believe in shared value for all our stakeholders. We are committed to delivering an exceptional customer experience, remaining deeply connected to the communities we serve, and providing our colleagues with a fulfilling and rewarding professional career. Anchored in our Values—Can-do Attitude, Service Heart, and Forward Thinking—we are inspired by the role we can play in the lives of all we serve.

**Stephen D. Steinour**  
Chairman, President,  
and Chief Executive Officer

**David L. Porteous**  
Lead Director,  
Board of Directors



# 2021 ESG Highlights

47%  
Board diversity

50% Executive Leadership Team diversity and  
45% Middle and Executive Management diversity

## DRIVING ECONOMIC IMPACT AND ENHANCING OUR COMMUNITIES

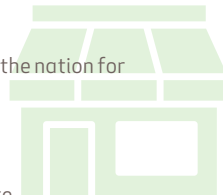
**\$2.8 billion**  
in community development loans and investments

**2,968** families in mortgage distress assisted through the Home Savers Program

Introduced a new five-year, **\$40 billion** Community Plan, with **\$7.6 million** invested in 2021

**#1** originator of SBA 7(a) loans (by number) in the nation for fourth consecutive year<sup>1</sup>

**26.2%** of branches in low-to-moderate income neighborhoods



<sup>1</sup> SBA loans subject to SBA eligibility. Huntington is #1 in the nation in number of SBA 7(a) loans from October 1, 2017 to September 30, 2021. Huntington is the #1 SBA 7(a) lender in the region made up of Illinois, Indiana, Kentucky, Ohio, Michigan, West Virginia, and Western Pennsylvania from October 1, 2008 to September 30, 2021. Source: U.S. Small Business Administration (SBA).

## UNWAVERING COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

**99%**  
average base pay for women colleagues with the same job titles as men

**99%**  
average base pay for racially diverse colleagues with the same job titles as non-racially diverse colleagues

**21.3%**  
of total spend with diverse suppliers, exceeding our goal of 18%

**41%** gender diversity and **30%** racial/ethnic diversity of internal hires  
**37%** gender diversity and **27%** racial/ethnic diversity of external hires  
**68%** total workforce diversity



## MANAGING RISK RESPONSIBLY

**99.9%** of colleagues trained in emergency response procedures

**22,455** hours of cybersecurity training consumed by colleagues, including **93** different courses



## DELIVERING ON OUR ENVIRONMENTAL COMMITMENTS

### OUR ENVIRONMENTAL FOOTPRINT REDUCTION GOALS\*

INDICATOR	TARGET	TARGET YEAR	2021 TOTAL PERFORMANCE	LEGACY HUNTINGTON 2021 PERFORMANCE
GHG Emissions (Scope 1 & Scope 2 location-based) <sup>1,2,3,4</sup>	31% reduction	2027	35% reduction	46% reduction
	41% reduction	2037	35% reduction	46% reduction
Renewable Energy	50% of electricity usage	2035	1% of electricity usage	1% of electricity usage
Water Consumption <sup>1,2,3</sup>	15% reduction	2022	12% increase	32% reduction
Landfill Waste <sup>1,2,3</sup>	25% reduction	2022	11% reduction	49% reduction
Office Paper Printing <sup>1,2</sup>	25% reduction	2022	49% reduction	49% reduction

\* As a result of our acquisition of TCF on June 9, 2021, in 2022, we will be establishing a new baseline for all data points and revising our environmental goals.

<sup>1</sup> Compared with a 2017 baseline.

<sup>2</sup> 2021 percent reductions, as in the previous year, were partially driven by our transition to remote work due to the COVID-19 pandemic, as well as our ongoing conservation efforts.

<sup>3</sup> At least four to five months of TCF data are included in 2021 Scope 1 and Scope 2 GHG emissions, energy, water, and landfill waste data.

<sup>4</sup> In 2021, the U.S. EPA published new Scope 2 location-based emissions factors through its eGrid database. These factors, reflecting the growing trend of utility-scale decarbonization, were lower than previous years. We estimate that the change in these factors resulted in a decrease in Scope 2 location-based emissions for an overall Scope 1 and Scope 2 decrease of 6.02%.



# About This Report

This 2021 ESG report is Huntington's sixth report on our ESG commitments, results to date, and aspirations. It covers the period from January 1, 2021, to December 31, 2021, except where noted. On June 9, 2021, we completed our acquisition of TCF, and as a result, our report includes data and information that reflect the integration of our companies.

Consistent with our past ESG reports, this report takes an expanded view of ESG reporting by incorporating our economic impact for our stakeholders, in addition to reporting on our continuing ESG performance.

This report is in alignment with the Sustainability Accounting Standards Board (SASB) standards for the Commercial Banks and Consumer Finance industries and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. We have also relied on the results of our ESG materiality assessment, and we referenced other established sustainability/ESG reporting frameworks, ratings, and rankings, such as the Global Reporting Initiative (GRI).

We have incorporated updated programs, enhanced data disclosures, and renewed and extended commitments throughout this report. We also reorganized the content of

this report to better reflect our ESG journey and the increasing importance of climate change and climate risk. Our greenhouse gas (GHG) emissions reporting for Scope 1, Scope 2, and Scope 3 was reviewed by a third-party engineering firm, which verified its accuracy and reliability. For more information on the third-party assurance, see page 108 in the Appendix. The Appendix also contains a comprehensive list of links to our policies and codes.

We would suggest reviewing this report as a companion to our annual report and proxy statement. Together, these disclosures demonstrate our commitment to transparency and engagement with our stakeholders. We hope you enjoy learning more about our latest ESG efforts and progress, and we welcome your feedback at [corporate.responsibility@huntington.com](mailto:corporate.responsibility@huntington.com).





**OUR APPROACH TO THIS REPORT AND ESG IS ROOTED IN OUR PURPOSE, VISION, AND VALUES**

**OUR PURPOSE**

We make people’s lives better, help businesses thrive, and strengthen the communities we serve.

**OUR VISION**

To become the country’s leading people-first, digitally powered bank.

**OUR VALUES**

- Can-do Attitude
- Service Heart
- Forward Thinking

As part of our Vision, we are creating a sustainable, competitive advantage with focused investment in customer experience, product differentiation, and key growth initiatives. Our goals include:

- Driving organic growth across all business segments;
- Delivering sustainable, top-quartile financial performance; and
- Maintaining stability and resilience through risk management with an aggregate moderate-to-low, through-the-cycle risk appetite.

**ABOUT HUNTINGTON\***

Huntington Bancshares Incorporated (Nasdaq: HBAN) is a \$179 billion asset regional bank holding company headquartered in Columbus, Ohio. Founded in 1866, The Huntington National Bank and its affiliates provide consumers, small and middle-market businesses, corporations, municipalities, and other organizations with a comprehensive suite of banking, payments, wealth management, and risk management products and services. Huntington operates more than 1,000 branches in 11 states, with certain businesses operating in extended geographies. Visit [Huntington.com](https://www.huntington.com) for more information.



\*As of 6/30/2022





# Our ESG Strategy

At Huntington, we focus on the ESG issues most important to our business and our stakeholders.

We address ESG with a purpose-focused strategy that leverages our economic impact, which begins with our commitment to delivering sustainable, long-term shareholder value through top-tier performance, while maintaining an aggregate moderate-to-low, through-the-cycle risk appetite and well-capitalized position. As a regional bank, our economic impact includes helping individuals and families reach their goals of financial stability and homeownership; providing businesses, especially small and mid-sized businesses, with the resources to grow; serving and uplifting the underbanked; and working in partnership to create prosperous and resilient communities.

Our enterprise ESG commitment is reflected in our core performance objectives, and our ESG performance management framework ensures our most material ESG considerations are integrated into all relevant Board committee agendas for meaningful discussion, awareness, and governance actions. The Executive Leadership Team (ELT) is accountable for executing the ESG ambition approved by the Board, including establishing and delivering on short- and long-term performance goals made public in our annual ESG report and other documents.

## ESG PROGRAM FRAMEWORK



**ESG GOVERNANCE STRUCTURE**

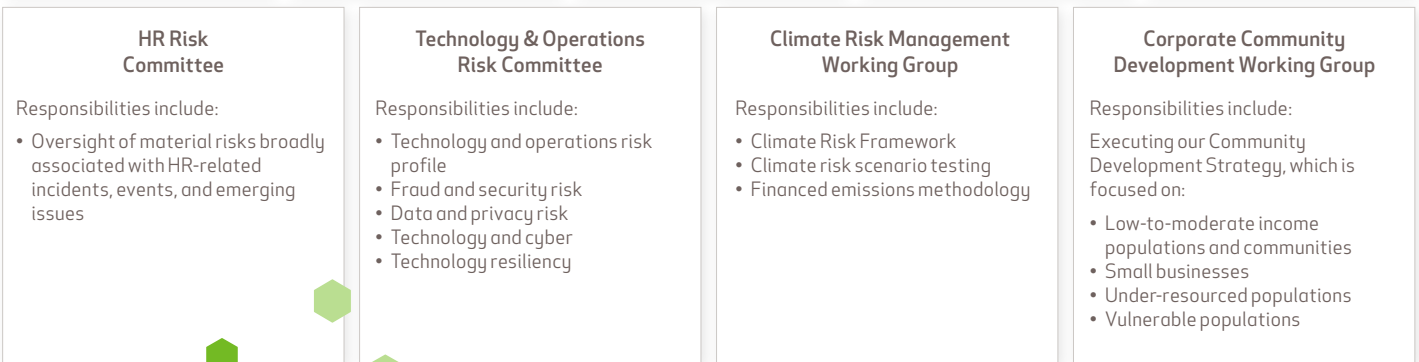
**BOARD OF DIRECTORS**



**EXECUTIVE LEADERSHIP TEAM**



**ESG WORKSTREAMS**



**MATERIALITY ASSESSMENT PROCESS AND OUTCOMES**

We align our reporting with the priorities and opportunities most important to our key stakeholders, as determined by our 2017 materiality assessment. In conducting this assessment, we deliberately chose an integrated approach by directly considering our risk management priorities, overall corporate strategy, and Purpose. We focused on evaluating topics based on both their importance to key stakeholders and to Huntington, and our ability to impact those topics.

In light of the significant geographic and business expansion associated with our acquisition of TCF, the impact of COVID-19 and other national events and trends, and the

evolving regulatory landscape, we expect to conduct a new materiality assessment to inform our next ESG report, the 2022 report that we will issue in 2023. This reassessment will enable us to further align our ESG priorities with stakeholder interests and our business priorities. In the interim, our management team is responsive to stakeholder interests, including the increasing importance of climate change and climate risk, which is not evidenced by our materiality assessment.

Read more about our 2017 materiality assessment process and outcomes in our [2018 ESG report](#).

**FOCUSING OUR REPORTING ON MATERIAL TOPICS\***

**IMPORTANT**  
to stakeholders and the business

- Management of legal and regulatory environment
- Impacts from customers we finance
- Environmental management system
- Energy efficiency and carbon intensity
- Executive compensation
- Financial education
- Disaster response and business continuity

**MORE IMPORTANT**  
to stakeholders and the business

- Economic inclusion
- Colleague engagement, development, retention, and attraction
- ESG integration in business lines

**MOST IMPORTANT**  
to stakeholders and the business

- Financial performance
- Corporate governance and transparency
- Enterprise risk management
- Customer service, satisfaction, and advocacy
- Diversity, equity, and inclusion
- Ethical practices and Purpose-driven culture
- Cybersecurity, customer privacy, and fraud
- Fair and responsible banking

\*Based on 2017 materiality assessment to determine issues of greatest importance to Huntington’s stakeholders and importance to the business. Over time, the exact wording from the original assessment of certain topics has been adjusted to reflect the latest terminology being used in the company and industry.

**CUSTOMER- AND COMMUNITY-FOCUSED FEEDBACK**

Driven by our Purpose and guided into action through our Values, we focus on ensuring top-tier performance and creating long-term value for our stakeholders. Our differentiated strategy includes a relentless focus on customer experience, supported by a robust risk management culture and a distinguished customer- and community-centric mindset. We believe this approach to responsible growth, delivered by our diverse and highly engaged colleagues, has allowed us to retain and develop deeper relationships with our customers, expand our relationships across our footprint, and reinvest in community development in the markets we serve.

**ENGAGING WITH OUR KEY STAKEHOLDERS**

	<b>ENGAGEMENT APPROACH</b>	<b>ESG TOPICS OF PRIMARY INTEREST</b> (alphabetical)
Shareholders	Annual meeting; conference calls; in-person meetings; investor conferences and other events; phone inquiries; and via the website	Board diversity; climate change and climate risk; corporate governance and transparency; cybersecurity and customer privacy; disaster response and business continuity; diversity, equity, and inclusion; enterprise risk management; ESG integration in business lines; executive compensation; financial performance; human capital, including the health and safety of our colleagues; management of legal and regulatory environment
Customers	Qualitative and quantitative research; social media; and via verbal and digital customer interactions	Customer service, satisfaction, and advocacy; cybersecurity and customer privacy; disaster response and business continuity economic inclusion; ESG integration in business lines; fair and responsible banking; financial education; impacts from customers we finance
Colleagues	Ongoing colleague engagement; business continuity and training exercises; regular colleague surveys; corporate intranet; in-person meetings; learning programs; regular town halls; interactions with culture champions; and special events	Colleague engagement, development, retention, and attraction; cybersecurity and customer privacy; disaster response and business continuity; diversity, equity, and inclusion; energy efficiency and carbon intensity; environmental management system; ethical practices and Purpose-driven culture; financial performance
Communities	Ongoing community outreach; annual community development plan outreach; board and civic engagement; emergency response; philanthropic investments; public/private partnerships; research; social media; via the website; and volunteer opportunities	Customer service, satisfaction, and advocacy; disaster response and business continuity; economic inclusion; fair and responsible banking; energy efficiency and carbon intensity; environmental equity and justice; environmental strategy; financial education

**ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**

We have identified five United Nations Sustainable Development Goals that we believe we can directly impact and influence and that align with our priorities. Our alignment with these goals reflects our intention to demonstrate a mindful, globally conscious approach to impacting our stakeholders and the world around us. Our five goals for impact, and supporting actions, are as follows:



**1. NO POVERTY**



Our commitments to financial education, serving the underbanked, and economic inclusion programs give us a platform to help reduce poverty and drive economic empowerment for all. We have specific programs to put homeownership in reach for many more families, invest significantly in affordable housing, and provide microloans as low as \$1,000 to help emerging entrepreneurs put their plans into action. We are a leader in partnering with our local communities to work toward growth and resilience.

**11. SUSTAINABLE CITIES AND COMMUNITIES**



Fair and responsible banking is a critical component of living and working in sustainable cities and communities. We are tireless advocates for our customers and contribute to the vitality of our communities. This is most evident through our five-year, \$40 billion Community Plan that launched in 2021. This transformative plan is designed to distribute targeted investment and philanthropic commitments to help improve financial opportunities for the consumers, businesses, and communities we serve.

**8. DECENT WORK AND ECONOMIC GROWTH**



Effective January 1, 2022, we implemented a bankwide minimum rate increase to \$19 per hour, and we have a strong, ongoing focus on colleague engagement, development, retention, and attraction. Every year, multiple leading organizations rank Huntington as a great place to work and a leader in driving DEI. For our customers and communities, we work hard every day to promote investments in economic growth and prosperity, most notably through our position as the #1-ranked U.S. SBA lender in the nation\*.

**13. CLIMATE ACTION**



Climate change is a serious issue that deserves a proactive response from Huntington. Our Board oversight includes focused discussions on our environmental policies and strategic efforts to address climate change. Our ELT is engaged in supporting advancements to positively impact both our direct and indirect role influencing climate change. In early 2021, we elevated our Energy Sustainability Director within the Real Estate Management Sustainability Director to the corporate role of Environmental Strategy & Sustainability Director. In this strategic position, the Environmental Strategy & Sustainability Director is responsible for guiding Huntington’s environmental strategy, including setting and analyzing GHG emissions and renewable energy goals and managing the implementation of climate strategies throughout the Company. We also appointed our Climate Risk Director and established a climate risk governance and reporting structure, including the formation of a Climate Risk Management Working Group and Climate Risk team.

**10. REDUCED INEQUALITIES**



We believe our commitments to economic inclusion, DEI in our workforce, and supplier diversity will help reduce inequalities in our workplace, for our customers, and in our communities. Our 21.3% spend with diverse-owned companies in 2021 far exceeds the financial industry average, and we have outlined clear commitments to expand diversity throughout the Company. Our award-winning efforts include consistently receiving 100% scores on both the Human Rights Campaign Foundation Corporate Equality Index and the Disability Equality Index.

\*Source: U.S. Small Business Administration (SBA) from October 1, 2008, to September 30, 2021. Huntington is #1 in the nation in number of SBA 7(a) loans for fiscal year ending September 30, 2021.

# ESG Data Summary

	METRIC	2019	2020*	2021**	GOAL (IF APPLICABLE)
OUR COMPANY	Total assets (in millions)	\$109,002	\$123,038	\$174,064	
	Total loans and leases (in millions)	\$75,404	\$81,608	\$111,920	
	Total deposits (in millions)	\$82,347	\$98,948	\$143,263	
	Total equity (in millions)	\$11,795	\$12,993	\$19,318	
	Total revenue (in millions)	\$4,693	\$4,836	\$6,016	
	Net income (in millions)	\$1,411	\$817	\$1,295	
	EPS	\$1.27	\$0.69	\$0.90	
	Total FTE colleagues	15,664	15,578	18,442	
	Branches	868	839	1,092	
	ATMs	1,448	1,322	1,322	
ECONOMIC	Value of microfinance loans	\$693,843,421	\$2,472,616,998***	\$1,584,541,043***	
	Total community investment (in billions)	\$5.3	\$3.6	\$7.6	Five-year, \$40 billion community investment (2021-2026)
	Community development loans (in millions)	\$770	\$714	\$1,900	
	Community development investments (in millions)	\$182	\$270	\$924	
	Closing costs waived for buyers in low-to-moderate income regions	\$6,803,956	\$7,649,380	\$19,045,510	
	Huntington colleague volunteer hours	31,500	15,879	28,520	
	Financial wellness training hours provided to the community	12,694	2,126	2,441	
	Community Reinvestment Act-qualified financial contributions	\$8,720,214	\$10,250,453	\$10,222,953	
	Scope 1 emissions location-based (MT CO <sub>2</sub> e)	13,686	11,964	12,328	
	Scope 2 emissions location-based (MT CO <sub>2</sub> e)	60,727	48,237	47,838	
Scope 3 emissions (MT CO <sub>2</sub> e)	10,768	72,165	89,784		
Percent greenhouse gas emissions reduction (vs. 2017 baseline)	19%	35%	35%	31% reduction by 2027 41% percent reduction by 2037	
ENVIRONMENTAL	Building energy consumption (MWh)	192,127	162,339	168,417	
	Onsite solar generation (MWh)	n/a	1,331	1,197	
	Renewable energy	n/a	n/a	1% of electricity usage	50% of electricity usage by 2035
	Average ENERGY STAR score	61.55	64.65	69.09	
	ENERGY STAR certified locations	698	666	661	
	Average site energy use intensity (kBtu/ft <sup>2</sup> )	93.03	92.04	82.62	
	Average source energy use intensity (kBtu/ft <sup>2</sup> )	193.91	194.01	171.90	
	Water consumption (gallons)	99,539,001	94,100,000	122,195,984	
	Water consumption reduction (vs. 2017 baseline)	9%	14%	12% increase	15% reduction by 2022
	Landfill waste reduction (vs. 2017 baseline)	22%	37%	11%	25% reduction by 2022
Total pages printed	107,848,939	66,720,241	66,909,004		
Paper printing reduction (vs. 2017 baseline)	17%	49%	49%	25% reduction by 2022	

\* Does not reflect a typical reporting year due to COVID-19 pandemic.

\*\* Does not reflect a typical reporting year due to TCF acquisition. See page 51 for legacy Huntington environmental performance compared with post-acquisition company environmental performance.

\*\*\* Includes Paycheck Protection Program loans.

ESG DATA SUMMARY - CONTINUED

METRIC	2019	2020*	2021**	GOAL (IF APPLICABLE)
<b>Workforce Data</b>				
Total workforce gender/racial diversity	66%	66%	68%	
Total workforce - racially diverse	19%	20%	23%	
Total workforce - white female	47%	46%	45%	
Total workforce - white male	34%	34%	32%	
Middle and executive management gender/racial diversity	43%	45%	45%	50% by 2021
Average base pay for racially diverse colleagues with the same job titles as non-racially diverse colleagues	98%	99%	99%	
Average base pay for women colleagues with the same job titles as men	99%	98%	99%	
<b>Supplier Diversity</b>				
Total spend with diverse suppliers (in millions)	\$145.3	\$161.9	\$272.8	
Diversity spend as percentage of total spend	25%	27%	21%	
Number of diverse suppliers	321	239	226	
<b>Engagement, Development, Retention, and Attraction</b>				
Engagement survey - Engagement	75 <sup>th</sup> percentile	90 <sup>th</sup> percentile	75 <sup>th</sup> percentile	
Engagement survey - Culture	90 <sup>th</sup> percentile	99 <sup>th</sup> percentile	75 <sup>th</sup> percentile	
Engagement survey - Trust	90 <sup>th</sup> percentile	90 <sup>th</sup> percentile	75 <sup>th</sup> percentile	
Number of colleagues participating in high-potential talent development programs	n/a***	524	1,139	
Total learning hours	440,219	429,818	611,949	
Average learning hours per colleague	28	28	33	
Executive leaders with "ready now" successors	52%	55%	61%	
Leadership roles filled with internal candidates	67%	71%	100%	
Voluntary turnover rate	12%	9.4%	20%	
90-day external hire retention	96%	94%	90%	
Diversity of hires (internal)	72%	70%	71%	
Diversity of hires (external)	63%	62%	64%	
<b>GOVERNANCE</b>				
Board gender diversity	40%	38%	33%	
Board racial diversity	13%	15%	27%	
Board gender/racial diversity	40%	38%	47%	
Hours of ethics training completed by colleagues	6,016	11,887	14,047	

\* Does not reflect a typical reporting year due to COVID-19 pandemic.  
 \*\* Does not reflect a typical reporting year due to TCF acquisition.  
 \*\*\* Program was launched in late 2019.

# Awards and Recognition



## CUSTOMER EXPERIENCE AND REPUTATION

### J.D. Power\*

- Ranked highest regionally in the 2022 U.S. Banking Mobile App Satisfaction Study (4<sup>th</sup> consecutive year)

### 2021 Greenwich Excellence Awards\*\*

Excellence Awards for Huntington Small Business Banking

- National
  - » Likelihood to Recommend
  - » Cash Management – Overall Satisfaction
  - » Cash Management – Customer Service
  - » Cash Management – Ease of Product Implementation
  - » Cash Management – Overall Digital Experience
  - » Cash Management – Overall Product Capabilities
  - » Data and Analytics Driven Insights
- Regional – Midwest
  - » Likelihood to Recommend
  - » Cash Management – Overall Satisfaction

Excellence Awards for Huntington Middle Market Banking

- National
  - » Cash Management – Overall Satisfaction
  - » Cash Management – Customer Service
  - » Cash Management Ease of Product Implementation
- Regional – Midwest
  - » Likelihood to Recommend
  - » Cash Management – Overall Satisfaction

Small Business Banking and Middle Market Banking each earned three Best Brand Awards:

**Trust**  
**Ease of Doing Business**  
**Values Long-Term Relationships**

## WORKPLACE

### Forbes Awards

- *Forbes* America's Best Large Employers 2022
- *Forbes* America's Best Employers for Diversity | 2018 – 2022
- *Forbes* Best Employers for Women | 2018 – 2022
- *Forbes* Best Employers for New Grads | 2019 – 2022
- *Forbes* America's Best In State Employers | 2019 – 2022



**Best Places to Work for LGBTQ Equality** (8<sup>th</sup> consecutive year) by the Human Rights Campaign Foundation

**Received 100% score** on the Human Rights Campaign Foundation Corporate Equality Index | 2014 – 2022

### BISA Diversity & Inclusion Award 2022

**Top 50 ranking** on *Training* magazine's 2022 Training APEX Awards list (3<sup>rd</sup> consecutive year)

**Best Governance around a Corporate Transaction** by *Corporate Secretary* magazine



**Great Place to Work® Certified**  
 by Great Place to Work  
 (3<sup>rd</sup> consecutive year)



**Received a 100% score** on the Disability Equality Index 2017 – 2022



**DiversityInc Top Regional Companies 2021**



**Leading Disability Employer 2021** by The National Organization on Disability

\*Huntington received the highest score among regional banks (\$75B to \$200B in deposits) in the J.D. Power 2019-2022 U.S. Banking Mobile App Satisfaction Studies, which measure customers' satisfaction with their financial institution's mobile applications for banking account management. Visit [jdpower.com/awards](https://www.jdpower.com/awards) for more details.

\*\*<https://www.greenwich.com/greenwich-research/report/awards?page=0%2C1>





# Economic

## Company Overview and Financial Impact

### CUSTOMER FOCUS AND IMPACT

Customer Advocacy, Experience, and Satisfaction

### BUSINESS FOCUS AND IMPACT

Business and Commercial Banking

### COMMUNITY FOCUS AND IMPACT

Investing in Communities

Affordable Housing and Homeownership

Community Engagement and Philanthropic Investments

## PROGRESS AT A GLANCE

Huntington supports the creation of thriving, economically inclusive communities. Significant 2021 milestones include the following:

- Committed to a five-year, \$40 billion Community Plan, focusing on affordable housing, small-business loans, and increased capital to historically marginalized and low-to-moderate income (LMI) communities;
- Four consecutive years as the nation's largest originator in number of Small Business Administration (SBA) 7(a) loans and 13<sup>th</sup> straight year leading all financial institutions in our region\*;
- Increased our commitment to Huntington Lift Local Business® to \$100 million;
- Expanded our Fair Play Banking suite of products to include Standby Cash® and Early Pay; and
- Received an overall **"Outstanding" rating**—the highest rating that can be achieved—from the Office of the Comptroller of the Currency (OCC) for our Community Reinvestment Act performance.

\*SBA loans subject to SBA eligibility. Huntington is #1 in the nation in number of SBA 7(a) loans from October 1, 2017 to September 30, 2021. Huntington is the #1 SBA 7(a) lender in the region made up of Illinois, Indiana, Kentucky, Ohio, Michigan, West Virginia, and Western Pennsylvania from October 1, 2008 to September 30, 2021. Source: U.S. Small Business Administration (SBA).

# Company Overview and Financial Impact

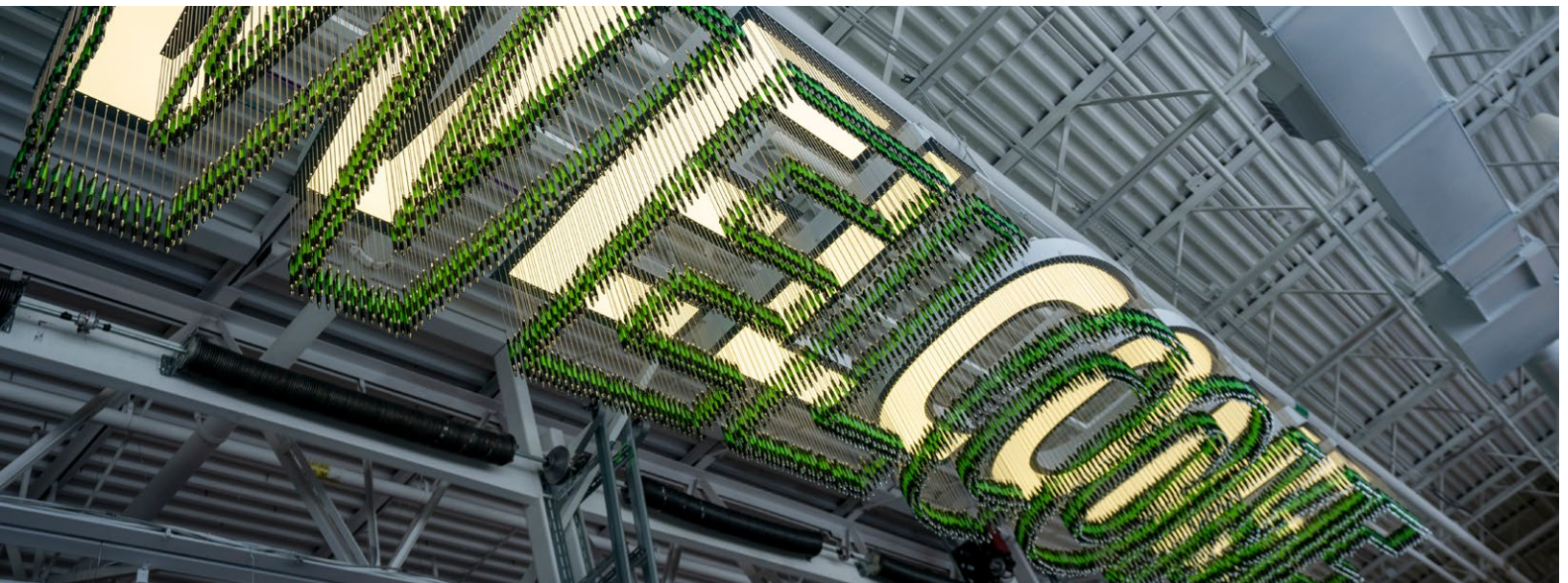


Huntington's commitment to ESG is closely integrated with our core economic performance objectives. Our business model and approach to generating sustainable returns are anchored in the concept of shared value: By living our Purpose to make lives better, we can support economically inclusive communities with products, services, and investments that meet and advance the needs and aspirations of our local markets. We have adopted a performance framework and approach that integrates ESG considerations into our Board and executive management decision-making, business strategy, and operational platforms.

## CREATING LONG-TERM VALUE

To drive sustained shareholder value through economic cycles, we continue to build on several key advantages that differentiate us in our markets:

- Our Purpose-driven culture that looks out for people;
- Our talented, diverse colleague base that embodies our Purpose and Values;
- Our Welcome brand promise that promotes inclusiveness in all that we do;
- Strong relationships with our customers and our ability to provide them with exceptional experiences;
- Our distinguished products and services driven by our innovative mindset;
- Our commitment to community involvement and leadership; and
- Our strong financial position, which allows us to continue to invest in our future.



### FINANCIAL HIGHLIGHTS

In 2021, Huntington delivered strong results, driven by continued execution of our strategic initiatives and loan growth across our businesses, all while closing the largest acquisition in our history. As a result of this continued strength even in the wake of the COVID-19 pandemic, Huntington remains well positioned to further invest in numerous growth opportunities that promise further value creation for shareholders.

Huntington reported \$6 billion in 2021 revenue—a record full-year revenue growth of 24%. Fourth-quarter loan production was at its highest level ever, reflecting broad-based contributions from all business and consumer lending categories. Building on core competencies and expertise, we expanded our national #1 ranked SBA 7(a) lending program to our new market states. Following the successful acquisition of TCF Financial Corporation (TCF),

which was completed in June 2021, we converted more than 1.5 million customers to the Huntington platform quickly and efficiently. This strategic integration, as well as continued strength in our existing core business, delivered robust growth across consumer and business banking, with consumer households up 44% year-over-year and business checking relationships up 38%.

As we move through 2022, we remain confident in our outlook for revenue and continued profit growth. Credit continues to perform exceptionally well in keeping with our aggregate moderate-to-low, through-the-cycle risk appetite, and our consumer and commercial lending outlook remains strong. Through our disciplined and proactive approach, Huntington is well positioned to manage through the uncertainty in the global macro-environment. We continue to look forward with optimism and remain focused on delivering profitable growth.

### FINANCIAL HIGHLIGHTS AND TRENDS

(in millions, except per share amounts)

		2019	2020	2021
<b>Balance Sheet</b>	Total Assets	\$109,002	\$123,038	\$174,064
	Total Loans and Leases	\$75,404	\$81,608	\$111,920
	Total Deposits	\$82,347	\$98,948	\$143,263
	Total Equity	\$11,795	\$12,993	\$19,297
<b>Income Statement</b>	Total Revenue	\$4,693	\$4,836	\$6,016
	Net Income	\$1,411	\$817	\$1,297
	Earnings Per Share	\$1.27	\$0.69	\$0.90

### 2021 MARKET PRESENCE

Our Welcome brand promise is defined by our inclusive, relationship-building capabilities designed to best meet each customer’s specific needs. Across our 11-state footprint, we serve our customers through a banking network of more than 1,000 retail branches as well as digital, telephone, and ATM banking capabilities. Our extended national products provide for the specialized financial requirements of our clients throughout the United States.

**26.2%**  
of our branches are located in LMI communities

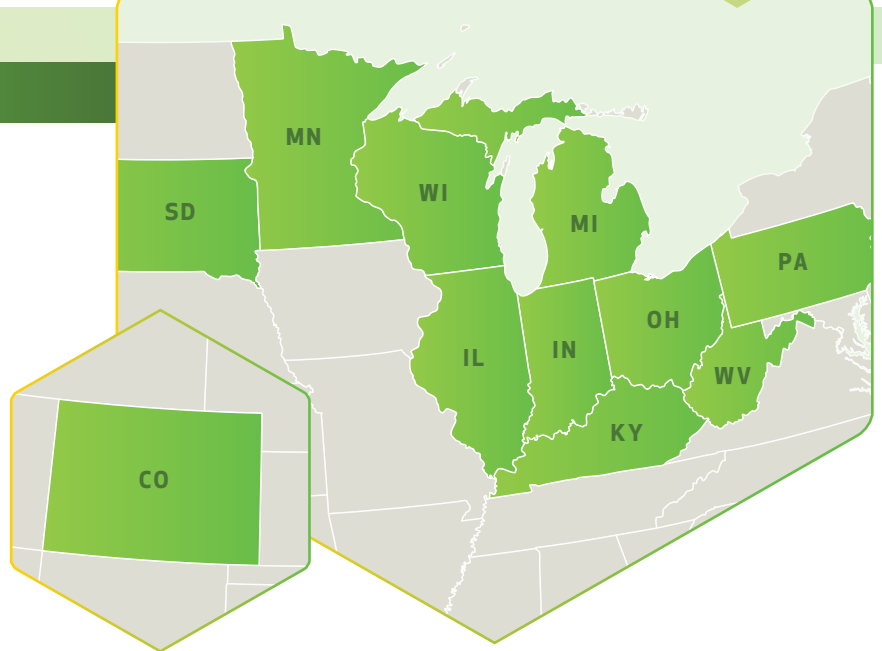
### OUR GEOGRAPHIC FOOTPRINT

#### BRANCH FOOTPRINT PRODUCTS

- Business Banking
- Commercial
- Consumer
- Insurance
- Private Banking
- Wealth Management & Trust

#### EXTENDED/NATIONAL PRODUCTS

- Asset Finance
- Auto Finance
- Capital Markets
- Commercial Real Estate
- Commercial Specialty Verticals
- Corporate Banking
- Government Banking
- Inventory Finance
- National Settlements
- Practice Finance
- RV and Marine
- Small Business Administration
- Treasury Management



**20,309**

FTE colleagues<sup>1</sup>

**1,092**

branches<sup>2</sup>

**\$174 billion**

in assets

<sup>1</sup> Average full-time equivalent colleagues during the fourth quarter of 2021.

<sup>2</sup> Includes Regional Banking and The Huntington Private Client Group offices as of December 31, 2021.

#### COLORADO

Branches: **32**  
Deposits: **\$0.8**  
Loans: **\$1.6**  
ATMs: **32**

#### ILLINOIS

Branches: **138**  
Deposits: **\$8.9**  
Loans: **\$11.6**  
ATMs: **207**

#### INDIANA

Branches: **39**  
Deposits: **\$5.8**  
Loans: **\$6.6**  
ATMs: **62**

#### KENTUCKY

Branches: **10**  
Deposits: **\$2.8**  
Loans: **\$3.2**  
ATMs: **12**

#### MICHIGAN

Branches: **312**  
Deposits: **\$39.9**  
Loans: **\$29.1**  
ATMs: **419**

#### MINNESOTA

Branches: **81**  
Deposits: **\$6.5**  
Loans: **\$3.3**  
ATMs: **139**

#### OHIO

Branches: **392**  
Deposits: **\$55.5**  
Loans: **\$44.7**  
ATMs: **723**

#### PENNSYLVANIA

Branches: **46**  
Deposits: **\$5.6**  
Loans: **\$8.0**  
ATMs: **64**

#### SOUTH DAKOTA

Branches: **1**  
Deposits: **\$0.004**  
Loans: **\$0**  
ATMs: **1**

#### WEST VIRGINIA

Branches: **24**  
Deposits: **\$2.4**  
Loans: **\$2.0**  
ATMs: **38**

#### WISCONSIN

Branches: **16**  
Deposits: **\$1.2**  
Loans: **\$2.1**  
ATMs: **20**



Data as of 12/31/21

Dollar figures in billions

Represents funded and unfunded loan and lease commitments

Our footprint includes one branch and one ATM in Florida

## ENVISIONING THE FUTURE WITH ENTERPRISE-WIDE STRATEGIC PLANNING

In 2021, Huntington completed an enterprise-wide strategic planning process that identified key incremental initiatives for growth and innovation for the years ahead. The strategic planning effort required the close collaboration of each business segment and support function to evaluate new initiatives on a set of financial, strategic, risk, ESG, and DEI considerations. The plan serves as a roadmap to achieve our aspirational vision and improve our competitive positioning to create long-term shareholder value. A few of the early successes directly attributable to the 2021 strategic planning effort include the continued evolution of Fair Play Banking (Consumer and Business Banking), Amplifying Expertise and Capabilities (Commercial Banking), and Operation Accelerate.

**Fair Play Banking** aims to provide consumers and businesses with liquidity, faster access to their money, and reduced fees for savings and investments. Huntington’s market-leading Fair Play strategy began with Asterisk-Free Checking® more than a decade ago, and we continue to deploy initiatives to better serve our customers (see page 23). In 2021, Huntington introduced Standby Cash® (a digital-only unsecured line of credit) and Early Pay (up to two days of early access to direct deposit). More recently, Huntington introduced an instant access program (immediate access to check deposits up to \$500) and announced an overdraft and nonsufficient funds fee reduction. Overall, the Fair Play strategy has increased customer engagement and reduced attrition, and Huntington will continue to assess the needs of our customers to deliver simple, transparent, and compelling value.

As part of **Huntington’s Commercial Banking Strategy** to acquire and deepen customer relationships and leverage expertise, on June 16, 2022, Huntington completed the acquisition of Capstone Partners. The addition of Capstone significantly bolsters Huntington’s capital markets capabilities and expands reach into attractive new markets. To realize the full value of the Capstone acquisition, Huntington will: 1) Leverage the power and depth of Huntington relationships to accelerate Capstone deal flow; 2) Deliver Capstone’s advisory expertise and scale to Huntington’s commercial customers; and 3) Build upon Capstone verticals and capabilities to expand Specialty Banking.

In alignment with our strategic planning and commitment to continuous improvement, **Operation Accelerate** is an internal program working to reimagine customer journeys from beginning to end for more than a dozen processes. The initiative began by exploring two important journeys in 2021: Business Banking Loan Origination and Commercial Loan Origination. As a part of the program, Huntington colleagues conducted qualitative, quantitative, and external analyses to assess the current state of each journey. These insights help to identify and define pain points in the process and inform the development of improvements. This analysis includes looking at ESG-related factors, such as digitizing loan documents to reduce the amount of paper being consumed.



## CUSTOMER FOCUS AND IMPACT

# Customer Advocacy, Experience, and Satisfaction



At Huntington, innovation is core to our identity. We are driven to realize our Purpose—to improve the lives of those we serve—and that can be done only through constant reinvention. That is because the one constant shared by everyone we serve is change. Whether those changes are global, in business, or in our homes, they deeply impact what our customers need to be successful and prosperous. We help our customers deal with change the best way we know how—by listening and leveraging those insights to shape our products, services, and customer experiences. We excel at finding ways to meet customer needs even if it means creating or repositioning existing solutions.

**T**he only way to reinvent banking is to place people at the center of what we do. We apply customer insights directly into the development of the products and services we offer, expanding and adapting our philosophy of putting people first and ensuring that no matter what life brings our customers can thrive. That is how Huntington is reinventing banking.

## A FOCUS ON FAIR AND RESPONSIBLE BANKING

We are committed to providing access to banking for all and ensuring everyone has an opportunity to participate in the economy. Huntington will not discriminate against any person based on age, race, gender, sexual orientation, religion, national

origin, mental or physical disability, or any other protected class. We conduct business only with customers who we reasonably believe to be of good reputation and to have acquired funds through legitimate means (read more in [Appendix](#)). Our policies relating to fair, responsible, and inclusive lending are overseen by our Board of Directors' Community Development Committee and Risk Oversight Committee. These committees review the Company's compliance with standards, including Unfair, Deceptive, or Abusive Acts and Practices requirements.

Our commitment to fair, responsible, and inclusive banking is demonstrated through our focus on these four areas:

- 1. Product Development & Marketing:** We focus on identifying the needs of customers and developing products and tools to meet those needs. We are also committed to communicating and marketing our products in a responsible manner so that customers are aware of them and their advantages and can make an informed decision.
- 2. Sales & Service:** We look out for our customers by fostering optimal relationships with them and matching our solutions with their needs.
- 3. Customer Advocacy, Experience, and Satisfaction:** We utilize data analytics to identify opportunities for understanding and improving the customer experience.
- 4. Compliance:** We follow a risk-based approach to meeting our regulatory and legal compliance obligations.

We introduced our Fair Play philosophy more than a decade ago to clearly establish our relationship with the customer—a relationship based on transparent, honest service, not on hidden fees and asterisks. In the years since, we have continued to evolve this philosophy to provide customers with greater access and control over their financial lives. We introduced tools including The Hub and Huntington Heads Up® to provide greater visibility and control over their financial future. Far from stopping there, we accelerated our pace of innovation, evolving our philosophy of Fair Play into something bigger and more impactful than ever before.

**REINVENTING BANKING WITH INNOVATIVE, NEW PRODUCTS**

We all experience change in our lives. At Huntington, we recognize that providing innovative, customer-centric products and services is of critical importance to help individuals and the communities we serve continue to thrive through these changes. This requires constant communication and feedback to better understand the types of products they need to improve their financial well-being. It also means asking the simple questions like, “How?” How do we give customers the tools that they need? How do we improve customers’ access to credit, particularly those who have little or no credit history? How can we automate saving for the future to help them reach their goals? How do we make it all easier to do, online, in person, or however a customer wants to interact?

Launched in 2021 as recent additions to our Fair Play Banking suite, Standby Cash® and Early Pay have been widely adopted by our customers. Today, more than half a million people are using these tools to provide for an unexpected expense or to deal with the unpredictability of life. In an environment where many Americans have difficulty obtaining credit approval, Standby Cash can provide critical safety, offering protection from predatory actors and financial distress.

Throughout the past year, we continued to focus on deepening our engagement with consumers through digital banking. More than half of our new consumer checking households are opening accounts online—a trend that was necessarily accelerated by public health measures taken due to the COVID-19 pandemic. By pairing unfettered banking access with fundamentally new tools for consumers, we are opening doors to banking and financial health that had historically been closed to many people.

We are continuing to reinvent banking by bringing more helpful tools and deeper financial engagement to our customers, both in person and through digital channels. We look forward to reporting on these updates in the future.



“Life has been difficult the last two years. Our focus is on how do we make it as easy as possible for people to have access to what they need and achieve success.”

Steven Rhodes, Executive Vice President, Business Banking



**EXPANDING OPPORTUNITY WITH FAIR PLAY BANKING PRODUCTS**

Huntington's suite of Fair Play Banking products and services offers a variety of simple, intuitive, and low-cost solutions to help customers save money, manage their spending, and achieve their financial goals. By listening to our customers, we have developed and rolled out these products over multiple years (as indicated in the table below), as we continue to reinforce our commitment to fair and responsible banking.

**FASTER ACCESS TO MONEY**

**Standby Cash®**

*Introduced: 2021*



This product offers consumers immediate access to cash with a line of credit based primarily on their checking deposit history, not their credit score. Huntington consumers can qualify for a digital-only \$100 to \$1,000 line of credit and pay it back over three months. This offering is free when automatic payments are set up. Otherwise, a 1% monthly interest charge (12% APR) applies to outstanding balances. Learn more at [huntington.com/StandbyCash](https://huntington.com/StandbyCash).

**Early Pay**

*Introduced: 2021*



Early Pay is a no-cost service that allows customers with eligible direct deposits to access their salary, Social Security, pension, or military income up to two days early. The service comes free on all Huntington consumer checking accounts.

**Instant Access**

*Introduced: 2022*



Developed in 2021 and rolled out to customers in 2022, Instant Access makes up to \$500 of a check deposit available to customers immediately.

**FEWER FEES**

**\$50 Safety Zone™**

*Introduced: 2020*



At Huntington, we understand mistakes happen, and we want to help our customers recover quickly. \$50 Safety Zone provides consumers and businesses with freedom from overdraft fees when accounts are overdrawn by \$50 or less, an increase from the previous limit of \$5\*.

**24-Hour Grace®**

*Introduced: 2010*



24-Hour Grace is designed to give our customers more flexibility and time to make a deposit to avoid overdraft and return fees. All customers now have access to cover any overdrawn account, as long as the customer makes a deposit to resolve the overdraft during the next business day. This includes both overdrafts and return fees and is available for free on all consumer and business checking; savings; and money market products. More information is available at [huntington.com/grace](https://huntington.com/grace).

**Asterisk-Free Checking®**

*Introduced: 2011*



Introduced in 2011, Asterisk-Free Checking is a checking account that is free to open and maintain, with no minimum balance requirements.

**SMARTER SAVINGS TECH**

**Money Scout®**

*Introduced: 2020*



Money Scout makes saving easier by finding money available to be set aside, allowing customers to build savings automatically. Once the customer enrolls, the tool will analyze spending habits, income, and upcoming expenses and move amounts between \$5 and \$50 automatically, while notifying consumers and providing options to pause, cancel, or reverse transfers.

**Savings Goal Getter™**

*Introduced: 2020*



Savings Goal Getter helps customers achieve real savings. With this tool, customers can create their goals, and we help them track progress and get there faster. Customers can add up to 10 Savings Goals plus an Emergency Fund for each of their Huntington Savings and Money Market accounts.

**Huntington Heads Up®**

*Introduced: 2018*



Huntington Heads Up provides customers with real-time insights to help them make more informed decisions. Customers can enroll to have this tool continuously monitor cash flow and send alerts for anything that might need attention.

\*The account will be closed if it is negative in any amount for 60 days, including if the account is overdrawn within our \$50 Safety Zone. Learn more at [huntington.com/SafetyZone](https://huntington.com/SafetyZone).



**PUTTING CUSTOMERS FIRST IN PRODUCT INNOVATION**

At every step in our product development life cycle, we maintain a consistent focus on looking out for our customers and their needs.

**Product Clarity:** Huntington takes great care in deciding what products, services, and benefits we offer to our customers. We work to ensure our products and services are useful and beneficial to our target markets, that they are not confusing for customers to understand, and that terms are clearly explained and disclosed. All products, whether they are new, modified, or expanded, are carefully reviewed by the management-level Products and Services Risk Committee before release.

**Fair Pricing:** Offering products and services in a responsible manner requires an initial review of our pricing and fee structures to ensure they are competitive and fair. Evaluating our pricing and fees is a continual process to ensure that what was once fair remains so in light of any changes to the product, expenses, the way it is offered, and the marketplace as a whole.

**Honest Marketing:** We carefully consider how to present our products, services, and benefits to our customers. Advertising content must support our brand promise while also including necessary disclosures. We review all materials to ensure they are fair, honest, and respectful to consumers.

**Responsible Life Cycles:** Sometimes, being fair and responsible means we discontinue a product, service, or benefit, particularly when we determine that the fees we need to charge, based on processing or risks, become prohibitive or excessive to customers. We may also stop offering a product or service when customers are no longer able to reasonably access the benefits.

**CUSTOMER SUPPORT AND ADVOCACY**

Huntington approaches customer experience and service with the same forward-thinking mindset encompassed in our Values. Our goal is to provide superior customer experiences that are viewed as a differentiating competitive factor that can drive top-quartile performance and place Huntington in a Category of One. Various departments within Huntington

work together to identify opportunities to introduce improved, and entirely new, customer experiences that are aligned with current and anticipated customer needs.

Over the last several years, we transformed the way we envision solutions and develop new products for customers. We have refined our customer-focused approach by partnering with our customers on certain products and services. This does not happen just in focus groups and surveys, but also in one-on-one conversations with our customers. We spend time listening to a variety of customers, reviewing potential new solutions, and observing the ways in which current solutions fall short of expectations. These human-centered design principles have allowed us to gain deeper insights and find more innovative and relevant solutions.

**OUR IMPACT**

**Targeted Customer Resource Groups Provide Support Where It Is Needed Most**

We support economic opportunity for all. This means holding ourselves to high standards that ensure access to quality banking services for all our customers. Our teams provide dedicated outreach, financial wellness training, and specialized products and services to populations in our footprint, including:

- Servicemembers and veterans
- Youth and students
- Aging population
- People with disabilities
- People with limited access to financial education
- Under-resourced people and communities
- Financially distressed customers

See [Community Focus and Impact](#) for more information.

### LOOKING OUT FOR ACTIVE-DUTY MILITARY PERSONNEL AND VETERANS

Huntington prides itself on a strong commitment to meet the unique needs of active-duty military personnel and veterans. In recent years, we introduced several tools and solutions to make their lives easier, including a customized toll-free number for servicemembers and waived closing costs for Veterans Affairs (VA) consumer mortgage loans and SBA loans for qualified veteran-owned businesses. We are proud to support our active servicemembers and their families through the Servicemembers Civil Relief Act (SCRA), which gives military members a wide range of protections and benefits while on active duty. During the COVID-19 pandemic, we updated our SCRA policy to apply interest rate relief to more members of the military than required through the SCRA. This provided a more consistent experience for customers and colleagues.

We recognize the strengths, skills, and valuable experience servicemembers and veterans bring to the workplace. We actively recruit active and retired servicemembers for positions across our organization and aspire to become an employer of choice for military professionals. In collaboration with our Military Business Resource Group, we help ensure that servicemembers and their families receive the support they need. For example, we enhanced our Military Leave Policy to be applicable anytime a colleague goes out on military orders, not just during deployment. We also added more flexibility for colleagues to use military paid time off. Colleagues can now elect to use this benefit before or after a period of separation from the military, enabling time off in preparation for a military deployment or upon return from service to support recovery and reintegration.



\* VA loans require a VA certificate of eligibility. Huntington is not acting on behalf of, or at the direction of, the VA or the Federal Government.

### OUR IMPACT

#### Keeping Environmental Impact in the Forefront of Our Commercial Decisions

Regardless of the business segment, all real estate-secured commercial loans must have adequate environmental due diligence. When these loans are evaluated, any potential or real environmental risk associated with the collateral must be evaluated. The Huntington Real Estate Technical Services group is involved in evaluating potential environmental concerns, assessing the level of risk, and assisting in risk mitigation.

### OUR IMPACT

#### Factoring ESG into Investment Decisions

Throughout our history, Huntington has been providing socially responsible investing (SRI) options to clients such as faith-based organizations and other SRI-focused investors. This has enabled investors to screen out specific sectors or practices and ensure that they are investing in companies that meet their SRI criteria.

In response to customer demand and as a growth platform for the Company, we have expanded our offerings to incorporate a list of ESG-driven investment solutions that include mutual funds and exchange-traded funds offered by industry-leading asset management firms whose investment strategies feature companies engaged in sustainably impactful activities. The basic value proposition is that an ESG focus should help drive companies' financial performance through added efficiency, enhanced competitive positioning, and/or risk reduction. To identify and manage the list of offerings, we use a variety of qualitative and quantitative ESG indicators, including our own research, third-party ESG rankings, and internal ESG strategy reviews. We have also developed a continuum of portfolios, ranging from aggressive growth to maximum income, and have the ability to create custom ESG portfolios for clients.

Every new investment offering goes through extensive risk management review before it is approved for client use. In addition, the Director of Investment Management and a team of portfolio managers and analysts meet monthly to discuss asset allocation recommendations related to the ESG portfolios.

## BUSINESS FOCUS AND IMPACT

# Business and Commercial Banking

Whether we are working with a thriving business with \$20 million in revenue, or one that just earned its first \$20, Huntington has the resources, passion, and expertise to help entrepreneurs succeed. Our commitment to small business is ingrained in the fabric of our Purpose, because we know the success of each small business has a multiplier effect locally. When one person starts a business, the benefits pour into the entire community, supporting neighbors, families, and communities.

**W**e originate loans for businesses of all sizes, including capabilities tailored to support small and medium-sized enterprises with lending needs starting at \$1,000. Our support for businesses goes well beyond funding. We partner with small-business customers, offering them access to innovative technologies and information to help them navigate the most critical business decisions. We pair that technology with our most crucial resource: the human expertise and initiative provided by our specially trained Huntington colleagues.



We are the nation's largest originator in number of SBA 7(a) loans for four years running; 2021 marked our 13<sup>th</sup> straight year leading all financial institutions in our region\*.



\* SBA loans subject to SBA eligibility. Huntington is #1 in the nation in number of SBA 7(a) loans from October 1, 2017 to September 30, 2021. Huntington is the #1 SBA 7(a) lender in the region made up of Illinois, Indiana, Kentucky, Ohio, Michigan, West Virginia, and Western Pennsylvania from October 1, 2008 to September 30, 2021. Source: U.S. Small Business Administration (SBA).

## HOW WE HELP BUSINESSES THRIVE

There are six priorities we believe are integral in our approach to helping businesses thrive, no matter where they are in their life cycle.

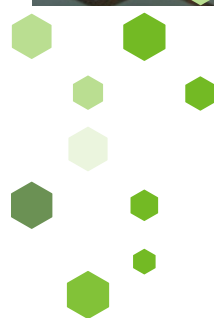
- **Alignment:** Our colleagues possess unique knowledge and valuable skill sets, which are critical assets in serving our customers. We go to great lengths to pair the right bankers with our small-business customers and help determine which digital tools will be most useful to them.
- **Experience:** We leverage our deep experience to help customers find the best solutions—whether they need non-conventional loans, including our leadership position in SBA lending; our deep knowledge of specific industries such as medical and dental practices; or our technical expertise in treasury management and other areas.
- **Service Culture:** Our interactions with customers are driven by insight, not sales. We utilize and share data with customers and ask questions to understand what they truly need.
- **Voice of the Customer & Colleague:** Because we listen to customers, partners, and colleagues, we have actionable information that leads to real innovation. We maintain a constant loop of communication among customers, community partners, colleagues, and other key constituencies.
- **Product Enhancement:** Huntington began with the Fair Play philosophy more than a decade ago, but we did not stop at minimizing fees in checking accounts. We have always looked for ways to expand and improve our products. We continue to refine our approach so that we can get products to consumers and small businesses even faster.
- **Digital:** Banking must be easy and accessible, which is what our digital tools help do for our customers. We continue to drive Huntington into more channels so that the opportunity to improve financial health is within reach for all.

We meet our business clients wherever they are in their business life cycle. We possess the right tools, talent, and information to assist businesses at launch through their growth and beyond into a mature business. This allows us to build the necessary relationships and in-depth knowledge to be a trusted partner as they continue to grow.

## OUR IMPACT

### Supporting Small Businesses' Recovery from COVID-19

During 2021, we continued to work with our small-business customers to mitigate the ongoing impacts of the COVID-19 pandemic. This included ongoing payment deferrals, fee waivers, and other short-term modifications, as well as the origination and renewal of business loans and loans made available through the SBA's Paycheck Protection Program (PPP). Throughout 2021, we worked with our customers who received PPP loan forgiveness. Of the \$11.0 billion of PPP loans originated by both Huntington and TCF prior to acquisition, \$9.4 billion of PPP loans have been forgiven by the SBA through 2021. As of December 31, 2021, we had outstanding PPP loan balances of \$1.5 billion.



**ENTREPRENEURS WELCOME:  
EXTENDING OPPORTUNITY FOR ALL**

We know that the key to ensuring a vital and sustainable economic future for the communities we serve means providing greater opportunity for all to achieve financial success. The unfortunate truth is that many minority-, woman-, and veteran-owned businesses and entrepreneurs are turned away from traditional financing pathways, shutting out would-be businesses from realizing their potential for success. In 2020, we piloted Huntington’s **Lift Local Business**® program to help entrepreneurs overcome these challenges.

Lift Local Business was designed to provide more opportunity for financial success by offering greater access to capital, business-planning services, and educational resources to these individuals. By leveraging our expertise and #1 position in SBA lending, we can say “yes” to more customers and improve equity in business ownership\*.

Since launching this special purpose credit program in October 2020, we are proud to have surpassed our year-one commitment of \$25 million in funding by approving more than \$27 million in loans to nearly 400 minority-, woman-, or veteran-owned businesses.

**OUR IMPACT**

**About Lift Local Business®**

Through Huntington’s Lift Local Business, small businesses can secure SBA-guaranteed loans ranging from \$1,000 to \$150,000. In addition to the loan guarantee, the program features:

- Zero origination fees
- SBA fees paid by Huntington
- Lower credit score requirements
- Free financial education courses
- Checking accounts with no monthly maintenance fees and with 24-Hour Grace overdraft fee relief
- Longer repayment options

\*SBA loans subject to SBA eligibility and credit application and approval.

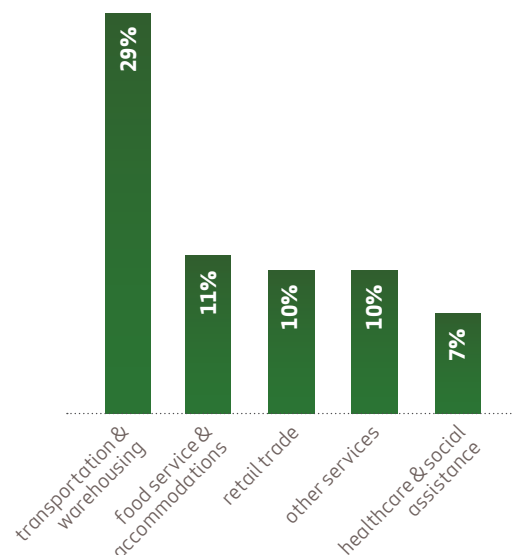
**HUNTINGTON’S LIFT LOCAL BUSINESS:  
YEAR ONE IN REVIEW**

PERCENT OF LOANS	LOAN AMOUNT
31% Black-owned businesses	\$8.4 million
29% woman-owned businesses	\$7.9 million
27% other minority-owned businesses	\$7.4 million
5% veteran-owned businesses	\$1.5 million
5% Hispanic-owned businesses	\$1.4 million
3% low-to-moderate income area businesses	\$0.8 million

**Total Booked Loans**  
(through 12/31/21)

**\$27.4 million**  
(390 loans)

**TOP 5 INDUSTRY CATEGORIES FOR  
HUNTINGTON LIFT LOCAL BUSINESS**



## THE LIFT LOCAL BUSINESS SUPPORT ECOSYSTEM

What makes Huntington Lift Local Business unique and enables its success is our belief in, and ability to provide, care to customers throughout the small-business growth cycle. This ecosystem of support relies on significant advantages and the expertise we have been investing in for years.

The foundation of this ecosystem of support is our community-centered strategy. We work closely with community partners to build trust and transparency with small-business owners. Our **Lift Local Business Program Managers** consistently engage with customers, branch managers, and small-business development partners to provide guidance and improve the success of small-business owners. This personalized approach to serving our customers has resulted in increased approval rates and expanded financial opportunity.

One way we provide guidance and share resources is through our **Access to Capital** events. These sessions cover topics such as capital sources, how to become application ready, how the loan application process works, and the importance of developing a relationship with a banker. Beyond the educational topics, these events help break down the barriers that often exist between the financial system and under-resourced communities. The first of these events was conducted in 2021 for small-business owners in Flint, Michigan, and we are continuing to expand on these events in 2022.

An important partner in our efforts to support small business is [Operation HOPE](#), a nonprofit organization working to disrupt poverty and foster inclusion for LMI individuals. Operation HOPE provides educational resources and tools to promote financial literacy, including an Online Entrepreneurial Training Program. Nearly 800 Huntington customers have registered for financial education courses facilitated by Operation HOPE.

Huntington is proud to be a source of capital for minority-owned and other underserved small businesses. “You can’t just provide motivation and pep talks,” said Operation HOPE Chairman and CEO John Hope Bryant. “The fact Huntington is writing a check [once Lift Local Business applicants complete the financial education curriculum] is what’s fueling people to go through the whole process.”

## OUR IMPACT

### Entrepreneur in Residence Powered by Huntington Program

In January 2022, we announced an initiative in partnership with the City of Cleveland to assist in the growth of small businesses and positively impact the economy of Greater Cleveland and its surrounding counties. Through the Entrepreneur in Residence Powered by Huntington program, Huntington will invest more than \$500,000 and bring together the resources of a dozen nonprofit partners to provide coaching, financial management, digital technology, business planning and growth, and talent development skills to small businesses.

Beyond the core programs available to small businesses, we are partnering with organizations, including the Urban League of Greater Cleveland and the Greater Cleveland Partnership-COSE, to provide small businesses with relevant content via webinars, speakers, training, and articles. The Entrepreneur in Residence Powered by Huntington program grew directly from outreach conducted within our communities and is another example of the power of our people-centered approach to banking.

“We know how critical it is to provide support for minority-owned small businesses, especially after so many struggled disproportionately during the COVID-19 pandemic,” said Roshonda Smith, Huntington’s Community Development Regional Manager. “This program leverages not only our skills and expertise, but those of our talented nonprofit partners as well.”

“Small and minority-owned businesses will drive our economic recovery. The Entrepreneur in Residence Powered by Huntington program will provide us with the opportunity to support local businesses on the southeast side and connect them to resources inside and outside of City Hall,” said Mayor Justin M. Bibb, City of Cleveland.

**DOING MORE TO LOOK OUT FOR SMALL AND MEDIUM-SIZED BUSINESSES**

Our Business Solutions Service and Dedicated Business Relationship Manager teams continued to play a vital role working with businesses emerging from the COVID-19 pandemic and learning to adapt to changes in the marketplace. These teams provide an extra layer of support for new and existing business loan applications, bringing subject-matter and process-level expertise to our branch network as well as concierge-level support to new and existing customers.



**2021 SMALL-BUSINESS LENDING HIGHLIGHTS**

Geography	LOAN VOLUME (TOTAL)		LOAN AMOUNT (TOTAL)	
	Huntington*	% Market Share	Huntington	Top Competitor Total
Ohio	1,988	61.14%	\$366,344,300	\$69,216,000
Michigan	1,118	52.10%	\$230,767,600	\$88,310,900
Illinois	355	20.50%	\$77,292,300	\$128,788,000
Indiana	292	24.81%	\$68,666,400	\$46,413,500
Western Pennsylvania	186	34.96%	\$37,005,700	\$50,926,400
Florida	90	2.81%	\$39,020,800	\$165,776,500
West Virginia	73	38.02%	\$17,728,600	\$11,167,000
Kentucky	72	15.65%	\$21,133,900	\$25,422,800
Wisconsin	30	2.26%	\$9,969,600	\$57,581,000

\* SBA loans subject to SBA eligibility. Huntington is #1 in the nation in number of SBA 7(a) loans from October 1, 2017 to September 30, 2021. Huntington is the #1 SBA 7(a) lender in the region made up of Illinois, Indiana, Kentucky, Ohio, Michigan, West Virginia, and Western Pennsylvania from October 1, 2008 to September 30, 2021. Source: U.S. Small Business Administration (SBA).

**ACTIVE MICROFINANCE LOANS IN 2021**

LOAN SIZE	UNITS	TOTAL VALUE OF LOANS	AVERAGE LOAN SIZE
Less than \$10,000	332	\$2,786,491	\$8,393
\$10K - \$25K	1,774	\$38,306,009	\$21,593
\$25K - \$50K	2,501	\$109,236,619	\$43,677
\$50K - \$75K	820	\$53,859,512	\$65,682
\$75K - \$100K	1,299	\$124,354,207	\$95,731
\$100K - \$250K	2,092	\$371,288,952	\$177,480
<b>Non-PPP Subtotal</b>	<b>8,818</b>	<b>\$699,831,789</b>	<b>\$79,634</b>
Less than \$10,000	4,047	\$23,724,164	\$5,862
\$10K - \$25K	5,715	\$99,445,830	\$17,401
\$25K - \$50K	3,215	\$117,233,268	\$36,464
\$50K - \$75K	1,847	\$114,502,826	\$61,994
\$75K - \$100K	1,188	\$103,200,884	\$86,869
\$100K - \$250K	2,751	\$426,602,282	\$155,072
<b>PPP Subtotal</b>	<b>18,763</b>	<b>\$884,709,523</b>	<b>\$47,152</b>
<b>Total</b>	<b>27,581</b>	<b>\$1,584,541,043</b>	<b>\$57,450</b>



### BALANCING SMALL-BUSINESS RISK AND OPPORTUNITY

Huntington's processes, policies, and procedures around small-business lending ensure that risk considerations are at the forefront of the decisions in the lending process. We evaluate our lending to ensure it aligns with our organizational risk appetite as well as its appropriateness for our small-business customers. Every small-business customer goes through a fair lending triage process, from application to recommended solutions. Additionally, the Federal Deposit Insurance Corporation provides an

additional layer of protective measures for small businesses. The SBA products we offer shift to adapt to changes in our risk profile and the economic environment and as our customers evolve. By providing products that are nimble, supplemental to traditional credit vehicles, and aligned with our risk appetite, we are confident that we are creating relationships for the Company in a way that reduces our overall risk, while helping small businesses thrive.







COMMUNITY FOCUS AND IMPACT

# Investing in Communities

Huntington is committed to creating thriving, economically inclusive communities across our geographic footprint. We strive to maintain a clear understanding of the unique challenges our local markets face and work with civic, nonprofit, and neighborhood leaders to advance equity through collaborative solutions, particularly in historically marginalized communities. We leverage these strategic partnerships and invest in meaningful solutions to impact progress in the critical areas identified by our partners.

**\$40 BILLION COMMUNITY PLAN EXPANDS OUR IMPACT AND REACH**




As a bank dedicated to supporting the people, businesses, and communities throughout our expanded footprint, we recognize the responsibility we have to help improve economic opportunity for those we serve. In June 2021, we announced our new Community Plan, which leads with a \$40 billion pledge to strengthen small businesses and under-resourced and marginalized communities.

This expanded five-year commitment is designed to help improve financial opportunities for the consumers, businesses, and communities we serve, with a focus on home lending/affordable housing, small-business loans, and increased capital for historically disadvantaged and LMI communities. We are working with community partners to identify and address economic, social, environmental, and racial equity challenges in these communities.



## FIRST-YEAR PROGRESS IN IMPLEMENTING OUR COMMUNITY PLAN

In the first seven months (June 1, 2021, to December 31, 2021) following the plan's launch, we made significant progress toward our goals:

PILLAR	COMMITMENT	PROGRESS THROUGH 2021	FIVE-YEAR GOAL
<b>Small Business</b> 	As our geographic footprint grows, we are expanding our small-business lending programs and committing \$10 billion over five years to support small businesses in our communities, with \$2 billion focused on lending to business owners from diverse backgrounds.	\$1.3 billion (including \$351 million in diverse small-business lending)	\$10 billion
<b>Home &amp; Consumer Lending</b> 	Huntington is committed to providing \$24 billion in affordable mortgage lending, with \$12 billion of that committed to meeting the needs of diverse and under-resourced populations.	\$4.4 billion (including \$2.4 billion in diverse home lending)	\$24 billion
<b>Community Development Lending &amp; Investing</b> 	Huntington is dedicated to increasing the availability of capital for historically under-resourced people, businesses, and communities.	\$2.0 billion (including \$287 million in diverse community development lending & investment)	\$6.5 billion
		<b>Total: \$7.6 billion</b>	<b>Total: \$40.5 billion</b>

## EMBEDDING EQUITY ACROSS OUR COMMUNITY PLAN

PILLAR	COMMITMENT	PROGRESS THROUGH 2021
<b>Racial &amp; Social Equity</b> 	<p>At the core of the Community Plan is an emphasis on DEI initiatives. Huntington has dedicated \$16 billion in loans and investments to establish programs and services that foster equity in areas such as environmental equity, affordable housing, small-business financing, and community services.</p> <p>Huntington is concerned about the disproportionate environmental impacts on certain communities and is committed to driving meaningful change in that area. We are engaging in conversations with a cross-section of leaders to develop specific initiatives to address environmental health challenges faced by under-resourced communities.</p> <p>The \$16 billion commitment is embedded in the three other pillars of the Community Plan.</p>	\$3 billion

Learn more about progress against our Community Plan on our [website](#).



**PROVIDING A CONTINUUM OF CARE IN OUR COMMUNITIES**

Driven by our Purpose and guided into action through our Values, we are focused on creating sustainable value for our communities by providing care and consistency for the long term. Through the new Community Plan and its strategic pillars, we created a Continuum of Care that reflects our commitment to supporting the unique needs of our customers and communities. Huntington’s Continuum of Care includes financing to support affordable healthcare, services for homeless and disadvantaged populations, food security, small-business banking, environmental equity, and workforce housing.

**COMMUNITY DEVELOPMENT LENDING AND INVESTMENT CREATE ECONOMIC OPPORTUNITY**

Multiple business segments within Huntington provide community development loans and investments (CDLI) supporting LMI individuals’ and communities’ needs. These segments include Corporate Treasury, Commercial Real Estate, Public Capital, Huntington Equity Investments, Equipment Finance, and Huntington Community Development Corporation (CDC). Projects supported through Huntington’s CDLI programs include affordable housing, small-business capital, affordable healthcare, community facilities, and education.

In 2021, Huntington expanded its CDC team and focused their efforts on providing access to capital for affordable housing. These investments create deep, catalytic community impact while also making meaningful and consistent financial contributions in the communities where we live and work.

Creating trusted relationships with community members, developers, and other community development partners is core to this group’s success. Our team takes a differentiated approach by convening and collaborating with our community partners, which builds a stronger connection to the communities.



“We are not just providing financing—we are working in our communities and with our partners to have a meaningful and catalytic impact.”

Rob Wasserman, President, Community Development Lending and Investment



**COMMUNITY DEVELOPMENT LOANS AND INVESTMENTS | 2019 - 2021**

**2019**

190 loans totaling

**\$770 million**

47 investments totaling

**\$182 million**

**2020**

90 loans totaling

**\$714 million**

36 investments totaling

**\$270 million**

**2021**

329 loans totaling

**\$1.9 billion**

106 investments totaling

**\$924 million**

In addition to affordable housing investments made by the CDC, the team also provides non-tax-credit, CRA-qualified community development loans and investments, through the Alternative Community Capital (ACC) team. Products offered by ACC include loans, equity equivalent investments, investment bonds, and equity investments.

Through a footprint-wide network of specialized financial institutions and partners, these products and services provide access to capital for economically distressed and under-resourced communities. ACC focuses its work on organizations that strive to make long-term impacts in the LMI communities they serve, and they become our partners in fulfilling Huntington's Purpose. These organizations generally have experienced staff, financial stability, a clear vision, and strong leadership. In addition, ACC seeks to work with developing organizations to support capacity-building and growth. At year-end 2021, our ACC portfolio consisted of \$76 million in loans and \$64 million in investments.

### HUNTINGTON NATIONAL COMMUNITY ADVISORY COUNCIL ENGAGES FOR IMPACT

A critical element of our community outreach is the active engagement of our National Community Advisory Council (NCAC). Launched in 2017, the NCAC is composed of 18 community partners from across our footprint and two former Huntington Directors. The NCAC provides another layer of guiding insights as it represents interests in affordable housing, community development, nonprofit and community services, and small businesses and economic development. The NCAC provides a vital connection between Huntington and key members of the communities we serve. Members are highly engaged in advising us on community challenges and opportunities, sharing best practices and capturing and executing on community development opportunities.

### OUR IMPACT

#### Providing Affordable Housing to Columbus Residents

In 2021, Huntington closed a \$17.8 million investment in Sinclair Family Apartments, a joint development by the NRP Group and the Columbus Metropolitan Housing Authority (CMHA). The Sinclair Family Apartments community, located just north of Columbus, will consist of 180 new apartment homes in three buildings with one-, two-, three-, and four-bedroom units. The community will serve residents of a variety of income levels, offering homes for many local families that are currently unable to afford high-quality housing. Forty-five of the units will be subsidized with project-based Section 8 vouchers administered by CMHA, providing greater affordability to low-income families.



The Sinclair Family Apartments development consists of 45 affordable housing units and a community center near Columbus.

The NCAC meets regularly and shares its feedback directly with Huntington leadership. It regularly reviews progress against our five-year, \$40 billion Community Plan; provides guidance on future strategies, services, products, and emerging issues; and advocates for Huntington's community stakeholders. In 2021, the NCAC was instrumental in helping us envision and fine-tune new offerings such as the previously discussed Standby Cash® and Lift Local Business® programs.

### FOSTERING RESULTS THROUGH STRONG PARTNERSHIPS

Huntington is committed to building strong, diverse community partnerships with local organizations, industry experts, and government entities to help us best serve our communities and make real impact for people who need it most. Through collaboration, we are providing meaningful support to those we serve and achieving the most beneficial community outcomes possible. In 2021, we partnered with hundreds of organizations across our markets to address local community needs that align with the Community Plan pillars.

### OUR IMPACT

#### Helping Small Businesses Gain Access to Resources

IBM's Reigniting Small Business program taps into the talent and technology of IBM and its partners to help entrepreneurs continue to effectively run their business. The success of these small businesses, in turn, helps communities and local economies prosper. The program leverages the combined expertise of organizations like Huntington that specialize in business banking, human resources, and cybersecurity to make a long-lasting impact on small businesses and communities across the nation. The program also provides educational resources for small-business owners to help them effectively manage their business through the ongoing challenges related to the COVID-19 pandemic.

As a program partner, Huntington provides small-business owners with important resources on topics such as how to run a small business under unprecedented circumstances, how to gain access to essential capital to keep their doors open, and how to refocus their business strategy to adapt to the changing environments in which they operate.



## COMMUNITY FOCUS AND IMPACT

# Affordable Housing and Homeownership

Homeownership is a key tool for ensuring personal financial prosperity as well as the economic and social stability of any community. Through improved access to financial products and tools—some traditional and some innovative—we continue to focus on providing the right product for each individual customer’s needs while strengthening the economic viability of the surrounding community. Huntington is committed to serving LMI and other under-resourced populations and being a catalyst for change by investing in affordable housing solutions, helping to make the dream of homeownership a reality for all.

In 2021, Huntington continued to serve marginalized communities and vulnerable populations through active partnerships and unique lending programs that help put homeownership within reach of those who need it most. These products include mortgages for first-time homebuyers, home-equity improvement loans, and emergency relief for residents who could use a helping hand.

As part of our five-year, \$40 billion Community Plan, Huntington’s Home Lending team has committed to providing at least \$24 billion in loans to LMI borrowers, including at least \$12 billion in diverse borrower lending, and waiving \$35 million in closing costs. Our Home Lending colleagues continue to address the challenges facing borrowers within our footprint by offering state, local, and proprietary programs, including those designed to encourage saving for down payments, homebuyer education, and alternative credit.

The Home Lending team’s commitments are exemplary of our mission to look out for our customers and support the communities in which they live.

In addition, Huntington’s Community Reinvestment Act Loan Officers ensure our Home Lending team remains connected to the community and enable us to address specific community needs that might be missed by traditional mortgage lending practices.

Home is more than a place—it is where some of life’s biggest moments happen, and we are committed to putting homeownership within reach for more people.



### STRONGER COMMUNITIES THROUGH HOMEOWNERSHIP

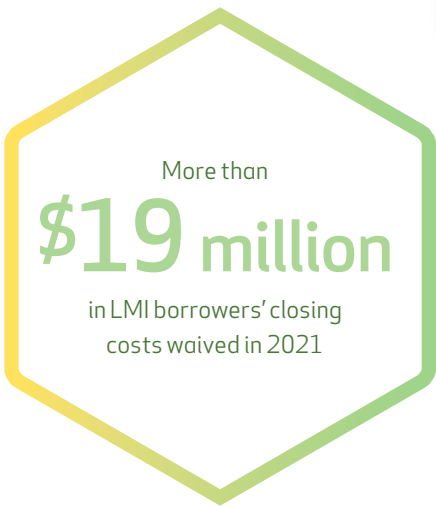
Put simply, homeownership can be life-changing. Owning a home helps enable families to build generational wealth and secure a financially stable future for generations to come.

Through our “Family Not a File” internal campaign, we highlight some of the most remarkable stories of how we are helping our customers achieve their dreams of homeownership. We want to empower each Huntington colleague with the understanding that by living our Values and delivering on our Purpose, we can make real, positive impacts on our customers’ lives.

The **Huntington Home Savers** program addresses the needs of customers having difficulty meeting their mortgage obligations by helping them understand mortgage relief and protections, as well as providing mortgage assistance options, such as refinancing, repayment plans, and payment deferrals. In 2021, the program helped 2,968 customers.

#### HOME SAVERS IMPACT (2019 - 2021)

YEAR	CUSTOMERS IMPACTED
2019	1,499
2020	3,596
2021	2,968



### TURNING MORE HOMEOWNERSHIP DREAMS INTO REALITY

Huntington is committed to supporting our customers through the entirety of the home equity loan and mortgage application process, which includes taking an additional review of denied loan applications. Through this discipline, we explore alternative avenues to approve previously denied applications. This program is particularly helpful in creating solutions for LMI borrowers and borrowers located in LMI areas. In 2021, we helped more than 1,300 families, 59% of whom were LMI borrowers, achieve their homeownership goals.

#### OUR IMPACT

##### Recognition for DEI in Mortgage Lending

In fall 2021, Huntington was awarded the national Mortgage Bankers Association’s Diversity, Equity, and Inclusion Residential Leadership Award for Market Outreach Strategies. This award was in recognition of our initiatives specifically designed to increase outreach, marketing, and deliver products to attract customers within the industry’s fastest-growing diverse market segments. We have long supported LMI and diverse borrowers, and this award reflects our commitment to addressing the challenges these borrowers face.



### REMOVING BARRIERS TO HOMEOWNERSHIP

Throughout 2021, we made significant strides toward developing solutions to remove the barriers many people, particularly those in historically marginalized communities, face when trying to buy a home. We recognize that when our customers and communities can overcome barriers to financial success, economies small and large flourish. Over the course of the year, we focused on community lending and waived more than \$19 million in closing costs for LMI families.

This commitment also extends to preserving homeownership. For example, Huntington is a partner in the Ohio Housing Finance Agency’s Power of Home program. Along with the Framework homeownership program and the John Glenn College of Public Affairs at The Ohio State University, this program provides borrowers with over 250 vetted resources for home repair grants and loans, free financial coaching, and counseling services. Huntington’s role includes providing access to affordable loans for home repairs, improvement, and modifications.



### OUR IMPACT

#### CONVERGENCE Columbus Promotes Minority Homeownership

CONVERGENCE Columbus is an initiative led by the national Mortgage Bankers Association (MBA), Ohio Housing Finance Agency, and the John Glenn College of Public Affairs at The Ohio State University. The program seeks to increase homeownership among Black and other diverse people in Columbus and the wealth-building opportunities that come with it. Huntington is a strategic launch partner and founding investor, working collectively to address key homeownership challenges identified by MBA research, including:

1. **Information Gap:** Combat the myths and misperceptions that lead many consumers to self-select out of the market, often when they already qualify for homeownership but do not know it.
2. **Trust Gap:** Address the reluctance of many consumers, especially in minority communities, to trust financial institutions for fear of being mistreated or victimized.
3. **Market Gap:** Develop strategies for addressing housing inventory challenges, including issues of housing quality and neighborhood amenities.
4. **Resource Gap:** Maximize industry and consumer awareness of, and access to, financial subsidies and related affordable lending programs/products.



“CONVERGENCE Columbus aims to be the catalyst to bring together stakeholders to focus on the long-term strategies needed to combat issues related to racism and economic opportunity.”

S. Jason Fraley, Senior Vice President,  
Community Lending Director







### **INTRODUCING HUNTINGTON'S DOWN PAYMENT ASSISTANCE PROGRAM**

Huntington recognizes that many borrowers struggle to bring sufficient funds to the closing table when buying a home. As a result, in 2021, we launched the Down Payment Assistance Program across our regional markets as a critical solution to removing this barrier to homeownership.

Down payments and closing costs are two of the biggest barriers to homeownership for many people. This problem was only exacerbated by rapidly increasing housing prices across the country during the COVID-19 pandemic. To combat this increase, our Home Lending team waived all but \$500 of its closing costs for any borrower purchasing a home in an LMI area. With typical closing costs exceeding \$2,000 per loan, this represents substantial borrower savings.

### **BUILDING FINANCIAL INCLUSION AND ECONOMIC OPPORTUNITY**

Project REACH, a program by the OCC, promotes financial inclusion through greater access to credit and capital. REACH, which stands for Roundtable for Economic Access and Change, brings together leaders from the banking industry and national civil rights organizations, as well as business and technology experts, to reduce barriers that prevent full, equal, and fair participation in the nation's economy. The group is leading the conversation on topics such as how to collectively increase access to home lending, how to address housing supply constraints, and how to change the loan application approval process.



## COMMUNITY FOCUS AND IMPACT

# Community Outreach and Philanthropic Investments

Every day, our colleagues embody our Service Heart organizational value by putting themselves in others' shoes and giving generously of their time and energy to make a difference in their local communities and beyond. We strive to build impactful relationships with and invest in local nonprofit and charitable organizations to help build and sustain healthy and vibrant communities. By giving in this way, we ensure the continued success of our entire footprint.

**H**untington is committed to strengthening our communities and enhancing lives throughout our regional markets by focusing on critical areas such as financial wellness, food security (including its connection to environmental equity in LMI communities), workforce development, and social equity.

In 2021, Huntington colleagues participated in a variety of volunteer opportunities. From providing hot meals and warm clothing to mentorship and financial literacy for at-risk youth, our colleagues continue to serve the communities within our footprint in meaningful ways.



## COLLEAGUE VOLUNTEER HOURS

In 2021, Huntington colleagues dedicated more than 28,500 hours to 1,100 organizations, including foodbanks, homeless shelters, local schools, senior housing, and afterschool programs.



Over 600 donations for a total of

# \$10 million+

in Community Reinvestment Act-qualified contributions

## CONTRIBUTING TO THE PROSPERITY OF OUR COMMUNITIES

### 2021 PHILANTHROPIC CONTRIBUTIONS

AREA OF NEED	NUMBER OF DONATIONS	TOTAL DOLLARS	PERCENT OF TOTAL
Community Services for LMI	134	\$2,410,700	22.8%
Affordable Housing and Homeownership	129	\$2,362,400	22.3%
Food Security	54	\$1,559,900	14.7%
Access to Capital	62	\$982,500	9.3%
Workforce Development	69	\$987,000	9.3%
Financial Empowerment	46	\$827,500	7.8%
Racial and Social Equity	37	\$829,000	7.8%
Community Lending and Investment	10	\$588,300	5.6%
Digital Inclusion	3	\$43,000	0.4%
<b>Total</b>	<b>544</b>	<b>\$10,590,300</b>	<b>100%</b>

#### Providing Financial Education to Students and Adults

We recognize the impact financial well-being can have on an individual's life and are committed to helping our customers navigate their unique financial states. Our colleagues are passionate about supporting our customers through financial health education and engagement. Our financial empowerment strategy ensures members of our communities have access to resources to help make informed decisions. Examples include:

- Chicago, Illinois:** Huntington supports Latin Women in Action—aka Mujeres Latinas en Accion—which supports domestic violence survivors who have recently exited crisis situations by incentivizing financial literacy learning and workforce development.
- Colorado:** Economic Literacy Colorado empowers Colorado students to achieve economic empowerment and financial security. With the support of Huntington and others, the program has provided education on economic and financial topics to 119 school districts in the state.



#### Supporting Workforce Development

We believe that job preparation is the foundation for career success and can empower people in our communities to feel confident in their professional lives. We contribute to workforce development initiatives through philanthropic support, volunteerism, and nonprofit board service. Examples include:

- Toledo, Ohio:** Huntington invested in Bitwise Industries, which uses an “earn while you learn” workforce model to train people how to enter the tech industry, focusing on excluded people from underestimated places. Bitwise’s commitment to Toledo includes investing in the revitalization of an historic building in downtown Toledo, which will become home to an innovation center and will focus on accelerating partnerships, supporting workforce development, and facilitating innovation in technology.
- Detroit, Michigan:** Huntington, in partnership with the Mexicantown Community Development Corporation, developed the Café Barista Training program. This program prepares low-income individuals with employable skills, valued credentials, and on-the-job experience to be competitive in the job market.
- Chicago, Illinois:** Huntington funded the Association House of Chicago’s Financial Careers Training program. The 10-week program is designed to address unemployment among communities of color in the financial sector. This program uses curriculum designed by bankers and tailored to specific hiring needs for securing a job in banking.

### Driving Change for Racial and Social Equity

To advance meaningful and systemic change, Huntington has dedicated \$16 billion in loans and investments to establish programs and services that promote racial and social equity, including in community services. Examples include:

- **Grand Rapids, Michigan:** Huntington has supported the African American Health Institute program, which provides education around food preparation and healthy eating to African American women and their children. The program also provides nutrition education to middle school students who qualify for free and reduced school lunch programs.
- **Illinois:** In 2021, Huntington awarded a grant to Housing Action Illinois' Financial Careers Training Program, which provides training to a new generation of certified housing counselors to help LMI diverse households achieve their housing goals. The program prepares participants for the Housing and Urban Development Agency's individual certification exam. Recruitment efforts focus on students from Historically Black Colleges and Universities, as well as Chicago-area colleges.

### Supporting Food Security Programs

In 2021, we distributed food and financial support to food banks, food pantries, mobile meal delivery, and emergency funds. Locally, our colleagues volunteered their time to pack and distribute food, deliver food to people's homes, and apply creative solutions to help community-based organizations. Huntington colleagues also provided thought leadership and expertise on food security-related boards.



### Taking Action to Address Environmental Equity and Justice

Injustices exist in many forms, and, as a result, those who suffer social and racial inequalities, including people of color, are disproportionately impacted by climate change and environmental risks. In 2021, Huntington placed strong emphasis on raising awareness of, and taking action to address, the environmental inequities that exist in our communities. Over the course of the year, Huntington contributed to building and cleaning up community greenspaces and parks, creating new programs to address health and safety issues in LMI communities, and helping advance public transportation and colleague commuting programs.

Learn more about our actions to address environmental equity and justice and the work of our Green Team Business Resource Group on page 53.





# Environmental

[Environmental Strategy](#)

[Operational Environmental Performance](#)

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## PROGRESS AT A GLANCE

Huntington made substantial progress in furthering our environmental strategy and initiatives in 2021. Significant milestones include:

- Developing an exploratory roadmap for achieving a net zero carbon future;
- Announcing our Climate Risk Director and Environmental Strategy & Sustainability Director appointments;
- Establishing a climate risk governance and reporting structure, including the formation of a Climate Risk Management Working Group and Climate Risk team; and
- Joining the Partnership for Carbon Accounting Financials (PCAF), which will enable us to measure and assess greenhouse gas (GHG) emissions associated with our loans and investments.



# Environmental Strategy

## **Environmental Stewardship: Our Commitment to the Planet**

The transition to a low-carbon economy is a monumental, yet essential task. This is a long-term, worldwide challenge as shifts in temperatures, extremes in weather conditions, and weather-related catastrophes are impacting the livelihoods and well-being of people, businesses, communities, and the planet. We believe Huntington has a significant role to play in this transition, and we are taking meaningful actions in our own business. We encourage and support our suppliers, customers, partners, and communities to do the same.

For several years, we have made a determined effort to develop our environmental and climate action roadmap. We have accelerated our efforts to improve our energy efficiency, transition to renewable energy, expand our electric vehicle (EV) charging infrastructure, reduce our emissions, and, ultimately, drive toward net zero emissions. But we know that having strong environmental sustainability performance in our own operations is just the beginning.

We are using our knowledge and financial expertise to actively explore the potential expansion of climate-related financing products to help our customers decarbonize, including providing financing for renewable energy, EV charging stations, micro-grid, and battery storage projects. While climate change poses significant risks, we also believe that addressing it creates opportunities.



Our commitment to the planet starts, but does not end, with addressing the most consequential issue, climate change. Our other environmental stewardship priorities include: reducing waste and water consumption, activating colleagues to participate in our environmental efforts, reducing paper use in our business and for our customers, expanding our green building design and construction in our real estate footprint, and driving sustainable procurement.

In short, Huntington is committed to environmental stewardship. We believe this is apparent in our environmental strategy and oversight, our environmental programs and commitments, our approach to addressing climate risk, and our climate-related, renewable energy financing products and services.

### ENVIRONMENTAL POLICIES AND OVERSIGHT

At Huntington, we embrace high standards for environmental stewardship and strategy—for ourselves, our suppliers, and other third-party partners. Compliance with applicable environmental regulations and laws in the areas in which we operate is a minimum expectation. We also strive to be a leader in applying environmental best practices to accelerate positive change for the planet.

Our [Environmental Policy Statement](#) and environmental strategy outline our holistic approach to enhancing our environmental performance and reducing our carbon footprint. We also formalized our [Climate Risk Policy Statement](#), which establishes our guiding principles and responsibilities for mitigating climate risk. This policy will be fundamental to our efforts in counteracting the threats of climate change.

Our environmental stewardship efforts align with and support aspects of well-recognized and respected frameworks, such as the U.N. Sustainable Development Goals, World Economic Forum agenda, and the principles of the Paris Agreement. We also reference guidance from the U.S. Climate Finance Working Group to help us understand and contribute to the transition to a low-carbon economy. Additionally, we demonstrate our commitment and transparency through our disclosures to CDP and our reporting to the Task Force on Climate-related Financial Disclosures (TCFD) framework.

“We are committed to supporting the people, businesses, and communities throughout our footprint, and we recognize the important role we play in addressing climate-related issues. We are working to accelerate our efforts to create positive change, and we are confident our environmental strategy and practices will create long-term value for our stakeholders.”

Zach Wasserman, Senior Executive Vice President,  
Chief Financial Officer



This report marks our third disclosure in alignment with the TCFD framework. See the TCFD table on the next page and our TCFD Index in the [Appendix](#) of this report.

Beginning in 2017, Huntington embarked on a five-year journey to implement a best-in-class environmental sustainability strategy centered on energy efficiency and emissions reductions. Since then, Huntington has built a comprehensive, data-driven environmental strategy, which enabled us to make progress toward our goals and earn third-party recognition.

We began to shift our environmental strategy in 2021 from focusing on reducing our operational emissions (Scope 1 and Scope 2) to understanding and analyzing the magnitude of our value chain emissions (Scope 3), which include our customers’ emissions. 2021 was also a transition year as we added TCF Financial Corporation’s (TCF) post-acquisition carbon footprint. Our **2021 data are not indicative of the progress we have made** because we have not yet established a new baseline following the TCF acquisition; however, we believe we are on track to be more comprehensive in the measurement of our carbon emissions, as well as those of our customers, in the years ahead **as we work toward harmonizing our data and establishing a new baseline.**

TCFD IMPLEMENTATION PLAN AND PROGRESS

ACCOMPLISHMENTS	CURRENT FOCUS	ASPIRATIONAL OBJECTIVES
<b>Governance</b>		
<ul style="list-style-type: none"> <li>Published our Environmental Policy Statement (2018) and Climate Risk Policy Statement (2020), establishing Board oversight of climate-related risks and opportunities.</li> <li>Quarterly environmental and climate risk updates to the Nominating and ESG Committee of the Board, Risk Oversight Committee of the Board, and/or the full Board.</li> <li>Quarterly climate risk updates to the Risk Management Committee.</li> </ul>	<ul style="list-style-type: none"> <li>Keep the Board and management abreast of environmental- and climate risk-related matters.</li> <li>Engage with shareholders throughout the year.</li> <li>Participate in various environmental- and climate risk-related external working groups to learn and share best practices.</li> <li>Maintain a leadership grade within CDP's scoring methodology.</li> </ul>	<ul style="list-style-type: none"> <li>Integrate environmental and climate risk data into Board oversight, and management and business unit decision-making.</li> <li>Obtain a better understanding of our shareholders' expectations in these areas.</li> </ul>
<b>Strategy</b>		
<ul style="list-style-type: none"> <li>Began financing renewable energy projects (2014).</li> <li>Established environmental sustainability goals (2017).</li> <li>Instituted a Climate Risk Working Group to develop a Climate Risk Framework (2020).</li> <li>Became a member of PCAF (2022).</li> <li>Conducted comparative physical risk vulnerability analysis for all Huntington and peer facilities (2022).</li> </ul>	<ul style="list-style-type: none"> <li>Enhance supplier engagement on Scope 3 carbon emissions disclosure.</li> <li>Calculate and analyze financed emissions through PCAF's standard methodology.</li> <li>Continue education for our Board and colleagues on climate-related risks and opportunities.</li> <li>Possible development of decarbonization advisory services to assist our customers' transition to a low-carbon economy.</li> </ul>	<ul style="list-style-type: none"> <li>Integrate environmental- and climate risk-related opportunities into the Company's strategic plan.</li> <li>Finalize green lending definitional criteria.</li> <li>Develop climate-related finance product and service offerings.</li> <li>Optimize outcomes for low-to-moderate income communities through the Company's role in an effective decarbonization transition.</li> <li>Attain industry leadership role in generation and management of carbon offset credits.</li> </ul>
<b>Risk Management</b>		
<ul style="list-style-type: none"> <li>Announced the Company's first Climate Risk Director (2021).</li> <li>Acquired comprehensive third-party climate analytics to address physical risk entity-level emissions and transition risk (2021).</li> <li>Identified, quantified, and monitored the Company's carbon-intensive sector exposures (2021).</li> </ul>	<ul style="list-style-type: none"> <li>Determine carbon earnings at risk for the majority of the Company's public company exposure under three Network for Greening the Financial System (NGFS)-equivalent scenarios.</li> <li>Produce estimated financed emissions for residential mortgage and auto finance portfolios.</li> <li>Establish interim climate-related credit risk underwriting and analysis guidance.</li> </ul>	<ul style="list-style-type: none"> <li>Quantify estimated Scope 3 Category 15 emissions for the Company's loan and investment portfolios.</li> <li>Integrate the impact of credit quality metrics within the transition scenario analysis process.</li> <li>Incorporate pre-screening identification process to flag new commercial credit originations for enhanced climate-related risk analysis and underwriting.</li> </ul>
<b>Metrics and Targets</b>		
<ul style="list-style-type: none"> <li>Announced 2022 environmental sustainability goals (2017).</li> <li>Developed mid-term (by 2027) and long-term (by 2037) GHG Scope 1 and Scope 2 emissions targets (2019).</li> <li>Established a renewable energy goal to source 50% of our electricity from renewables by 2035 (2020).</li> <li>Implemented a detailed process to inventory, disclose, and verify Scope 1, Scope 2, and some relevant Scope 3 emissions categories (2017).</li> <li>Developed an exploratory net zero roadmap (2021).</li> </ul>	<ul style="list-style-type: none"> <li>Enhance Scope 3 inventory process to ensure inclusion of all relevant value chain emission sources.</li> <li>Strive to achieve all environmental sustainability goals, including GHG emissions.</li> </ul>	<ul style="list-style-type: none"> <li>Establish new baseline to include TCF's emissions data for inclusion in net zero planning.</li> <li>Refine interim (2030) and long-term (2050) targets.</li> </ul>



**HUNTINGTON'S ENVIRONMENTAL GOVERNANCE STRUCTURE**

**BOARD OF DIRECTORS**

Provides oversight of our ambition around our ESG strategy and alignment; oversees climate-related risks within the Company's strategy and risk appetite.

**NOMINATING AND ESG COMMITTEE**

Assists the Board in overseeing its composition, effective functioning of the Board, and the Company's ESG practices.

**RISK OVERSIGHT COMMITTEE**

Oversees the Company's risk management function and risk management organization and approves our Climate Risk Policy.

**EXECUTIVE LEADERSHIP TEAM**

Provides strategic direction for our environmental footprint reduction programs and drives accountability throughout the organization.

**RISK MANAGEMENT COMMITTEE**

Provides oversight of climate-related risks within our enterprise risk management framework.

**ELT SPONSOR**

**ESG Enterprise Working Group**

Responsible for driving the overarching ESG strategy for the Company; reporting ESG strategy, goals, and progress to the Board; and publishing our various ESG disclosures, including the annual ESG report. The ESG Enterprise Working Group comprises a core, cross-functional group with representatives from our Environmental Strategy & Sustainability, Investor Relations, Public Affairs, Legal, Corporate Communications, and Corporate Governance functions.

**ESG Strategy Team**

Responsible for advancing the ESG strategy and facilitating implementation of the strategy at the segment and business unit levels; ensuring consistent understanding of ESG strategy throughout the Company; and assisting with ESG goal setting, reporting, and monitoring. The team also works to identify ESG-related innovation and advancement opportunities aligned with strategic planning. This group includes executive leaders across business segments and support units.

**Climate Risk Management Working Group**

Responsible for providing input into the identification, assessment, and monitoring of climate-related risks, including guidance and insight relative to areas of expertise by the members who represent business units across the Company. This group is led by our Climate Risk Director.





Key leaders and departments include the following:

- The **Environmental Strategy & Sustainability Director** guides Huntington's environmental strategy, including setting and analyzing GHG emissions and renewable energy goals and managing the implementation of climate strategies throughout the Company. The **Director of Energy Management** is responsible for leading our carbon emissions reduction projects and meeting our energy efficiency goals. The achievement and success of these initiatives impact annual bonuses and merit increases for the directors of these areas.
- The **Climate Risk Director** is responsible for leading the Climate Risk Management Working Group, which is engaged in multiple workstreams to develop and implement capabilities to manage climate-related risks across business segments and risk pillars, in alignment with Huntington's enterprise risk management framework.
- **Colleagues** from multiple business units participate in Climate Risk Management Working Group workstreams that are building out the Company's climate risk capabilities.

## OUR IMPACT

### Engaging with the Board on Climate and Other Environmental Matters

Huntington's Board of Directors is committed to providing the highest level of oversight and guidance with respect to our environmental strategy and climate risk. The Board's Nominating and ESG Committee receives quarterly ESG reports and environmental and climate risk updates twice per year. The Board's Risk Oversight Committee receives bimonthly climate risk reports. In addition, the full Board of Directors receives ESG and climate risk updates twice per year. We will continue to provide regular updates to the Nominating and ESG Committee, Risk Oversight Committee, and full Board to communicate our progress and future plans.



# Operational Environmental Performance

## Huntington's Environmental and Climate Action Roadmap

Since 2017, we have been on a journey to implement a best-in-class environmental strategy for our operational footprint. We have made progress every year, including:

- Met and exceeded reduction goals for Scope 1 and Scope 2 GHG emissions;
- Established a renewable energy goal;
- Submitted an annual response to CDP and continually improved our rating from a C in 2017 to an A- in 2021;
- Introduced an Environmental Policy Statement that guides our environmental strategy;
- Achieved 382 ENERGY STAR certifications for our buildings;
- Installed on-site solar arrays at our Gateway Center, Easton, and Akron Operations Center facilities, as well as the first solar trees in Ohio;
- Reintroduced Green Team as a business resource group; and
- Began analyzing the indirect impact of our customers' carbon footprint (Scope 3 financed emissions).



"Huntington recognizes that we need to look beyond our operational footprint to make a true difference for our environment. We are committed to evaluating and understanding our Scope 3 value chain emissions so we can partner with our suppliers and customers to reduce our collective impact."

**Rebecca Karason**, Senior Vice President,  
Environmental Strategy & Sustainability Director



PROGRESS ON OUR ENVIRONMENTAL SUSTAINABILITY GOALS\*

INDICATOR	TARGET	TARGET YEAR	2021 TOTAL PERFORMANCE	LEGACY HUNTINGTON 2021 PERFORMANCE
GHG Emissions (Scope 1 & Scope 2 location-based) <sup>1,2,3,4</sup>	31% reduction	2027	35% reduction	46% reduction
	41% reduction	2037	35% reduction	46% reduction
Renewable Energy	50% of electricity usage	2035	1% of electricity usage	1% of electricity usage
Water Consumption <sup>1,2,3</sup>	15% reduction	2022	12% increase	32% reduction
Landfill Waste <sup>1,2,3</sup>	25% reduction	2022	11% reduction	49% reduction
Office Paper Printing <sup>1,2</sup>	25% reduction	2022	49% reduction	49% reduction

ENVIRONMENTAL PERFORMANCE SUMMARY

	2017 (BASELINE)	2018	2019	2020	2021 TOTAL PERFORMANCE	LEGACY HUNTINGTON 2021 PERFORMANCE
<b>Scope 1 – Direct Emissions</b> (MT CO <sub>2</sub> e) <sup>3</sup>	14,341	13,828	13,686	11,964	12,328	10,436
<b>Scope 2 – Indirect Emissions</b> (MT CO <sub>2</sub> e) <sup>3,4</sup>	77,722	73,172	60,727	48,237	47,838	38,981
<b>Building Energy Consumption</b> (MWh) <sup>3,4</sup>	219,601	255,869	192,127	162,339	168,417	139,769
<b>Renewable Energy</b> (MWh) <sup>5</sup>	n/a	n/a	n/a	1,331	1,197	1,197
<b>Water Consumption</b> (gallons) <sup>3</sup>	109,429,769	105,326,152	99,539,001	94,100,000	122,195,984	74,892,479
<b>Office Paper Printing</b> (total pages printed) <sup>6</sup>	129,886,686	124,601,643	107,848,939	66,720,241	66,909,004	66,909,004



OUR IMPACT

Huntington Achieves Leadership Ranking in CDP

In 2021, Huntington achieved CDP’s A- climate change rating, placing our Company in the top quartile of CDP’s Financial Services Activity Group. The rating recognizes Huntington from a field of over 13,000 organizations as part of a select group of high-performing companies that are taking actions to mitigate climate risks, reduce emissions, and transition to a low-carbon economy. Huntington’s improvement from the prior year’s B rating illustrates our increased focus on key climate- and environment-related initiatives.

\* As a result of our acquisition of TCF on June 9, 2021, in 2022, we will be establishing a new baseline for all data points and revising our environmental goals.

<sup>1</sup> Compared with a 2017 baseline.

<sup>2</sup> 2021 percent reductions, as in the previous year, were partially driven by our transition to remote work due to the COVID-19 pandemic, as well as our ongoing conservation efforts.

<sup>3</sup> At least four to five months of TCF data are included in 2021 Scope 1 and Scope 2 GHG emissions, energy, water, and landfill waste data.

<sup>4</sup> In 2021, the U.S. EPA published new Scope 2 location-based emissions factors through its eGrid database. These factors, reflecting the growing trend of utility-scale decarbonization, were lower than previous years. We estimate that the change in these factors resulted in a decrease in Scope 2 location-based emissions for an overall Scope 1 and Scope 2 decrease of 6.02%.

<sup>5</sup> Solar array data collection began in 2020.

<sup>6</sup> Paper printing data does not include TCF data as Project Papercut is not yet offered at these locations.

**Setting a Foundation for Our Net Zero Strategy**

In alignment with our consideration of the U.N. Sustainable Development Goals, the Paris Agreement, and the U.S. Climate Finance Working Group, Huntington believes that pursuit of a net zero carbon economy is a valuable and necessary effort. As we continue to grow and mature our program, we are focused on charting our long-term net zero strategy to drive meaningful impact. With a focus on “doing the right things in the right order,” we developed an exploratory net zero roadmap that outlines a potential approach and activities to achieve a net zero carbon future.

Our exploratory net zero roadmap includes the following priorities:

**ESTABLISH BASELINE & TARGETS**

- Develop and analyze our 2022 baseline for Scope 1, Scope 2, and Scope 3 emissions (inclusive of financed emissions)
- Set short-term, science-based targets to achieve by 2030 and long-term, science-based targets to achieve by 2050 for Scope 1, Scope 2, and Scope 3 emissions (inclusive of financed emissions)

**ENERGY EFFICIENCY**

- Reduce energy consumption to lowest feasible level through energy efficiency, conservation, and innovation
- Advise customers on decarbonization strategies to reduce their carbon footprint

**ELECTRIFICATION & RENEWABLE ENERGY**

- Promote electrification of our fleet
- Power all operations with 100% renewable energy

**CARBON OFFSETS**

- Offset remaining residual (less than 10%) emissions through high-quality, certified carbon offsets

In early 2022, Huntington’s Environmental Strategy & Sustainability Director, Rebecca Karason, was a recipient of Smart Energy Decisions’ inaugural WISE (Women in Smart Energy) Awards. This award recognized Karason as an “Industry Leader” based on projects and initiatives in energy and sustainability completed in 2021.



In support of our path to net zero emissions, we have joined PCAF, a global collaboration among financial institutions focused on enabling harmonized assessments and disclosures of GHG emissions financed by loans and investments. By participating in this partnership, we are helping to drive a consistent framework to set targets, track progress, and disclose our financed emissions under a common GHG accounting standard.

We are actively evaluating and implementing clean energy projects that will serve as the building blocks for a potential net zero commitment. Over the next year, we intend to evaluate the carbon footprint of the assets from our acquisition of TCF and set a new emissions baseline. While we acknowledge urgency to develop and implement a plan, we will be strategic in our approach. We look forward to sharing more about our net zero carbon considerations in future reports.

To be effective, a net zero pledge requires transparency, a measurable baseline, and accurate calculations of a company’s total GHG accounting profile.



OUR IMPACT

Promoting Environmental Equity and Justice

Huntington believes all people deserve equal access to clean air, water, and a safe and healthy environment. Unfortunately, climate change and environmental risks disproportionately impact those who suffer social and racial inequalities, including Black, Indigenous, and people of color populations. We are committed to doing more to accelerate meaningful progress by reducing our own carbon footprint and addressing the environmental challenges faced by under-resourced communities. Read more in [Community Outreach and Philanthropic Investments](#).

OUR IMPACT

Engaging Our Colleagues in Environmental Stewardship

For Huntington, protecting the planet is not just a corporate objective—it is what our colleagues work toward every day. The Huntington Green Team was established in 2017 as a cross-functional group of colleagues tasked with generating, exchanging, and evaluating ideas to improve the Company’s environmental performance and decrease our collective carbon footprint. In 2021, the group was elevated to a Business Resource Group (BRG), indicating its significance to the organization. BRGs are colleague-driven and create opportunities for professional and leader development, community engagement, as well as cultural learnings and conversations. Working toward Huntington’s strategic initiatives, BRGs can influence bank policy, business practices, and products, and expand market reach.

The Green Team collaborates with other Huntington BRGs and colleague groups to organize cleanup and volunteer events, with an emphasis on helping underserved communities. Additionally, the team promotes environmentally friendly practices through monthly sustainability tips and blog posts and assists colleagues in finding ways to reduce environmental impacts at work, at home, and throughout their communities.



The Green Team’s key achievements since 2017 include:

- Implementing a monthly environmental equity speaker series to align with Huntington’s Social Equity Colleague Plan and \$40 billion Community Plan;
- Educating colleagues on the elimination of polystyrene foam and plastic serviceware from our cafeterias;
- Organizing electronics recycling programs to keep potentially hazardous materials out of landfills;
- Encouraging colleagues to participate in ride-share programs and EV test drives to lower our commuting-related emissions;
- Leading a composting program at our Gateway Center location in Columbus, which resulted in more than 6,900 pounds of organic material being diverted from landfills in 2021; and
- Organizing companywide Earth Day celebrations to educate colleagues about important environmental issues impacting our communities, colleagues, and customers.

### Expanding Renewable Energy

Our goal is to shift 50% of our electricity sourcing to renewables by 2035. We have installed on-site solar arrays at our corporate-owned office buildings that are well-suited for this type of application. These locations include our Easton, Gateway Center, and Akron Operations Center facilities. In 2021, these facilities produced 1,197 MWh of renewable energy, accounting for approximately 1% of total building electricity usage across all our facilities. Because the energy production of solar panels depends on a range of factors—including the angle of the sun, the length of the day, and the weather—there will be variation in the output of our solar arrays year over year. Also, we anticipate minor degradation of the solar arrays each year, which will be calculated into the kWh annual production totals for each solar array going forward.

We believe it is imperative to have a comprehensive approach to renewable energy that involves diverse strategies to drive additional and measurable reductions in our carbon emissions. We plan to deploy the following strategies, influenced by environmental best practices, to achieve our goal:

1. **Continue to reduce our energy consumption** to ensure the most efficient operational footprint through a combination of better-performing buildings and improved operations. This approach reduces the total amount of renewable energy needed to achieve our carbon emissions reduction goal. At select locations, we will also investigate and implement on-site renewable energy systems including, but not limited to, solar photovoltaics, geothermal, and other advanced energy technologies. In concert with these projects, we will install energy storage systems that can help maximize the amount of generated renewable energy used on-site.
2. **Evaluate virtual power purchase agreements and power purchase agreements**, such as our agreement signed with AEP Energy in 2020 to provide renewable energy for approximately 10% of our current electric load profile starting in January 2023.
3. **Review Renewable Energy Credit opportunities** to address Scope 2 emissions that we are unable to reduce through energy efficiency improvements or other measures.

### OUR IMPACT

#### Improving Our EV Charging Infrastructure

Huntington's commitment to advance a low-carbon economy extends to the GHG emissions footprint of our colleagues. We believe low- or no-emissions vehicles are the future of transportation, and we have begun investing in EV charging infrastructure across our office and branch locations.

Currently, Huntington has 48 EV charging ports at locations throughout Ohio, nine of which were added in 2021. These ports provide colleagues and customers with a convenient and affordable means to charge their vehicles while at our locations. In 2021, use of these ports saved approximately 5,200 gallons of gasoline.

We plan to extend our EV charging footprint to additional regional locations as more of our colleagues and customers transition to EVs for their transportation needs.

Beyond the direct benefits of helping commuters lower carbon emissions, our investment in EV charging infrastructure reflects our mission to give back to the communities in which we live and work. Our EV ports provide an accessible and convenient charging option for local residents, contribute to improved air quality, and further demonstrate our commitment to a low-carbon future.





### OUR ENERGY EFFICIENCY STRATEGY AND PERFORMANCE

Driving additional energy savings through low- and no-cost opportunities is a key component of our energy-use reduction strategy. Our efforts include strengthening our building and renovation program, standardizing equipment efficiency specifications, and concentrating on our facilities' ENERGY STAR scores.

The U.S. Environmental Protection Agency's (EPA) ENERGY STAR program drives implementation of energy-efficient practices among organizations nationwide. We have been a voluntary participant since 2013, and in 2021, Huntington achieved 80 new ENERGY STAR certifications. In addition, Huntington has a total of 77 ENERGY STAR-certified bank branches, comprising 57% of all ENERGY STAR-certified bank branches across the country. This certification means these Huntington branches perform in the top 25% of similar facilities nationwide for energy efficiency and meet other energy efficiency performance standards set by EPA.

Other energy efficiency projects completed across our footprint in 2021 included:

- High-efficiency HVAC systems (106 projects)
- Interior/exterior LED lighting with daylight harvesting controls (85 projects)
- Roofing enhancements (22 projects)
- Window replacements (11 projects)
- EV charging ports (8 projects)
- Window films (3 projects)
- Elevator modernization (2 projects)
- Water filtration (1 project)

### OUR IMPACT

#### Gateway Center and Easton Locations Recognized for Environmental Stewardship

Ohio EPA recognized two Huntington locations as 2021 Encouraging Environmental Excellence silver-level award winners. Our Gateway Center and Easton locations, both in Columbus, received the award for investments in solar power, smart design, and strong policies. Gateway Center, a former retail store transformed into an operations center, features Ohio's first solar trees, 27 active sun-tracking skylights, 86 solar canopy panels, and 1,282 rooftop solar panels. At Easton, we retrofitted the building to include 1,156 new bifacial solar panels and reinstalled more than 200 existing solar panels to further mitigate our reliance on the energy grid. The building also includes LED lighting, water-saving faucets, and is home to a battery recycling program. Each location also has 12 EV charging ports onsite.

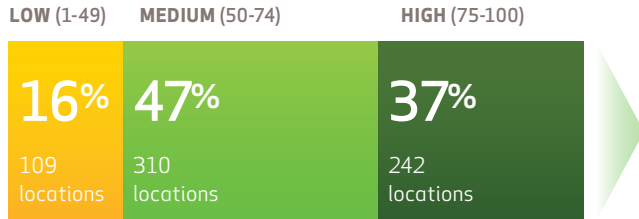




## 2021 ENERGY EFFICIENCY PERFORMANCE

We report our ENERGY STAR performance for current and previous years. In recent years, we have successfully increased our average energy score while decreasing our average site and average source energy use intensities.

### 2021 ENERGY STAR SCORING MAKEUP



### AVERAGE ENERGY SCORE (by Region)

	2018 (baseline)	2020	2021
Akron & Canton	53.00	64.34	68.00
Central Ohio	53.94	63.00	66.26
Corporate	74.40	78.25	78.00
East	59.38	69.24	71.28
West	50.16	66.78	63.80
Great Lakes	56.73	60.34	n/a**
Michigan	51.63	64.06	67.22
<b>Total (average)</b>	<b>57.03</b>	<b>64.65</b>	<b>69.09</b>

Note: KBTU is defined as 1,000 British Thermal Units (BTUs).

\*\* In early 2021, the Great Lakes region was divided into the Michigan and West regions, which is reflected in our reporting for calendar-year 2021.

### AVERAGE SITE ENERGY USE INTENSITY (KBTU/FT<sup>2</sup>)

	2018 (baseline)	2020	2021
Akron & Canton	94.69	87.60	84.79
Central Ohio	94.49	103.53	81.60
Corporate	86.56	82.00	84.70
East	80.02	75.97	73.75
West	93.00	82.37	85.56
Great Lakes	102.01	112.70	n/a**
Michigan	111.24	89.29	85.31
<b>Total (average)</b>	<b>99.92</b>	<b>92.04</b>	<b>82.62</b>

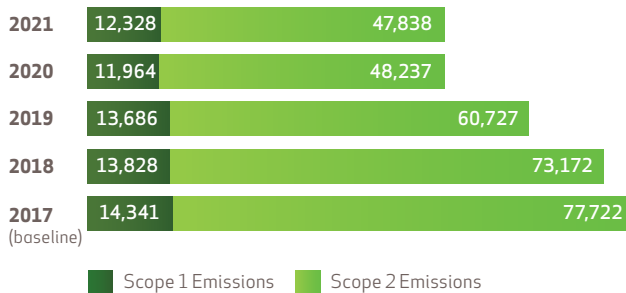
### AVERAGE SOURCE ENERGY USE INTENSITY (KBTU/FT<sup>2</sup>)

	2019	2020	2021
Akron & Canton	197.18	181.81	173.08
Central Ohio	198.99	237.59	171.60
Corporate	199.72	191.65	189.75
East	169.48	163.73	152.18
West	204.31	180.47	179.40
Great Lakes	195.99	221.12	n/a**
Michigan	191.70	173.81	165.40
<b>Total (average)</b>	<b>193.91</b>	<b>194.01</b>	<b>171.90</b>

## GREENHOUSE GAS EMISSIONS PERFORMANCE

We disclose Scope 1, Scope 2, and some relevant Supply Chain Scope 3 emissions through CDP. We also receive third-party verification of our GHG emissions data to ensure it is materially correct (read more in the [Appendix](#)). Understanding our GHG emissions profile allows us to track and project progress against our long-term GHG emissions reduction goals.

### SCOPE 1 AND SCOPE 2 EMISSIONS (MT CO<sub>2</sub>e)



### SCOPE 3 EMISSIONS (MT CO<sub>2</sub>e)

SCOPE 3 EMISSIONS	2017	2018	2019	2020	2021
Purchased goods and services*	269	2,204	3,210	68,195	75,171
Capital goods	637	4,846	279	246	4,678
Upstream transportation and distribution	1,821	1,220	1,451	1,824	6,459
Waste generated in operations	--	1,253	1,111	835	1,187
Business travel	2,622	941	4,698	1,065	2,289
Employee commuting	--	--	19	--	--
<b>Total</b>	<b>5,349</b>	<b>10,464</b>	<b>10,768</b>	<b>72,165</b>	<b>89,784</b>

#### Defining Our GHG Emissions

**Scope 1 Emissions:** Includes direct emissions from heating, cooling, owned aircraft, and owned corporate fleet. Huntington's reported Scope 1 categories include natural gas and fuel from owned aircraft and corporate fleet.

**Scope 2 Emissions:** Includes indirect emissions from electricity, heating, and cooling. Huntington's reported Scope 2 categories include electricity, chilled water, and steam.

**Scope 3 Emissions:** Includes other indirect emissions. Huntington's reported Scope 3 categories include purchased goods (e.g., electronics and furniture), capital goods (e.g., carpet and flooring), fuel- and energy-related activities (e.g., internal courier mileage), upstream transportation (e.g., armored transportation mileage), waste generation, and business travel (e.g., hotel, air travel, and rental cars). Financed emissions are also considered Scope 3 emissions; however, we are still in the process of gathering and analyzing this data.

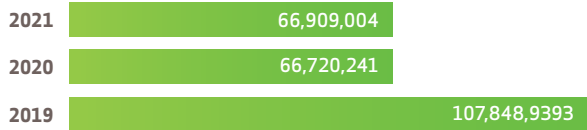
\* Each year, we increase our engagement with suppliers to obtain more complete data. We made far-reaching progress on this effort in 2020 and 2021, which is why our reported Scope 3 emissions increased significantly between 2019 and 2021. Read more on page 58.

**REDUCING RESOURCE CONSUMPTION AND WASTE**

**Reducing Paper Usage**

Project Papercut, which we began in 2012, is Huntington’s signature initiative to reduce paper consumption. Through internal and external communications, we encourage colleagues to print less and customers to opt-in to paperless statement alternatives. We also partner with our suppliers to procure paper with recycled content and paper sourced from certified forests (as defined by the Forest Stewardship Council and Sustainable Forestry Initiative). In 2021, we saw a slight increase in paper usage at Huntington facilities as result of more colleagues working onsite compared with 2020.

**PAPER USAGE** (corporate offices and branches)



**Reducing Waste**

In recent years, we have taken significant steps to reduce our volume of landfill waste, including replacing polystyrene foam and plastic serviceware products with compostable, biodegradable, and reusable options at all our facilities. In addition, we removed plastic bottled water from our cafeterias, markets, and vending machines, as well as from our online supply system. We recognize the environmental impact that plastic can present, particularly to marine life, and we are proud to make these changes as we educate our colleagues with the hope that they will also adopt conservation practices in their personal lives.

**Water Stewardship and Improving Water Quality**

Huntington actively manages the reduction of our water use with low-flow toilets, water-efficient faucet fixtures, and water-efficient landscaping. We keep our colleagues informed of water conservation and other environmental best practices through regular sustainability tips sent to their email inboxes. We have also taken steps to improve water quality in our buildings and encourage reusable alternatives by installing water bottle filling stations and filtered water faucet adapters.

**OUR IMPACT**

**Providing Paperless Solutions for Customers**

We encourage our customers and clients to reduce paper usage by leveraging solutions such as paperless statements. Our marketing department supports this effort through direct email campaigns that educate our customers about the positive impacts of going paperless. Our goal is for all customers to engage in paperless activities to reduce paper consumption and waste.

In 2021, we generated 50,774,744 statements across all checking, savings, money market, and mortgage accounts. Of those, 62% of customers received their statements in a digital-only format. Assuming each statement averages five pages in length, with each page weighing 0.01 pounds, this initiative reduced landfill waste by approximately 485 tons per year.

**2021 ENVIRONMENTAL BENEFITS**

**11,816 recycled digital devices** and **8,113 reused**



**30,143,496 kWh energy savings**

Equivalent to annual power usage for 2,360 U.S. households



**5,599,012 kg of CO<sub>2</sub> emissions reduction**

Equivalent to removing 4,025 cars from the road for a year



**20,892 kg hazardous waste reduction**

Equivalent to the weight of 170 refrigerators



Source: Sage Sustainable Electronics Bloom Report

## BUILDING DESIGN COMPLIANCE AND APPROACH

Huntington has high expectations for our architectural and engineering contractors. Compliance with all local, state, and federal codes governing building design and construction is a minimum standard, with additional expectations for safety, quality, reliability, and best practices. These expectations are outlined in our “AIA Document A201 – 2017 General Conditions of the Contract for Construction” policy. Huntington’s Master Agreement contractual language is used for projects or work not covered in the AIA document.

Our Real Estate Management team is responsible for conducting environmental due diligence for new projects and addressing environmental issues that could impact the health and safety of our colleagues. The team oversees evaluation, reporting, and remediation for the following areas:

- Indoor air quality
- Water quality testing
- Refrigerant reclaim/reuse
- Underground storage tank management
- Environmental contractor management

### Green Building Design and Construction

We continue to increase our use of environmentally sustainable products to ensure that we provide safe and healthy spaces for our colleagues and customers. We integrated greener product selections into our design standards, and we set energy and water efficiency requirements for building products that are used. Our design standards exceed Seasonal Energy Efficiency Ratio (SEER) ratings.

Other sustainability initiatives led by our Real Estate Management team include:

- Where appropriate, we consider reuse of existing structures and infrastructure at our retail branches rather than demolition and rebuilding.
- Exterior materials, such as masonry and glass installed at our retail branches, are durable and nontoxic, and the majority are sourced in-region.
- We use a highly regarded manufacturer of customized sustainable interiors for portions of interior buildouts, which have less construction waste and allow for efficient reuse in the future.
- We continue to use LED lighting with our specified controls.

## SUSTAINABLE PROCUREMENT

Huntington’s Procurement team regularly evaluates potential service providers for their environmental sustainability commitments and ability to positively impact our operations. All vendors are expected to abide by our [Service Provider Code of Conduct](#).

In 2021, we established a supplier engagement program to gain a better understanding of our Scope 3 emissions. Each Scope 3-relevant supplier was asked to complete our Supplier Emissions Engagement Questionnaire, which includes questions about emissions associated with goods or services provided to Huntington and each supplier’s environmental sustainability efforts. We surveyed suppliers representing approximately 70% of the Scope 3-relevant spend. As a result of this outreach, we had an 81% response rate. We will work with each respondent to educate them on ways to provide emissions data for future requests, and continue to identify and survey additional suppliers.

### Green Cleaning

We have chosen a cleaning service provider that shares our demonstrated commitment to the environment. In partnership with this service provider, we leverage the U.S. Green Building Council’s Leadership in Energy and Environmental Design (LEED) green cleaning recommendations to keep our spaces clean while ensuring the health and safety of our colleagues and customers. Our service provider is ISSA Cleaning Industry Management Standard-Green Building Certified with Honors and uses products that meet Green Seal standards.





# Climate Risk

We believe climate change provides risks and opportunities for our business. We are acting strategically to integrate climate-related insights into our decision-making and striving to help our customers do the same. Based on guidance provided by the TCFD framework, Huntington has taken steps to formalize our climate risk management practices and integrate them into our existing, robust risk management program.

## DEVELOPING HUNTINGTON'S CLIMATE RISK CAPABILITIES AND EXPERTISE

Building on the progress we have made in recent years, our climate risk efforts in 2021 focused on data, putting dedicated resources in place, and business unit engagement. The Climate Risk team, headed by the Climate Risk Director under the Chief Risk Officer, was formed in the fourth quarter of 2021, with more colleagues added to the team.

Our internal Climate Risk Policy was approved by the Risk Oversight Committee of the Board of Directors in 2022. The Climate Risk Policy establishes the guiding principles for climate risk management at Huntington, including roles and responsibilities across the three lines of defense, governance structure, and cadence for reporting by the Climate Risk team to the Board.

We formed seven workstreams to address our most critical climate risk-related priorities and support the buildout of Huntington's climate risk capabilities. The workstreams are led by colleagues from business segments across the organization with support from the Climate Risk team. These include:

- Data and Measurement:** The Data and Measurement workstream is establishing data sets and estimation methodologies relating to both transition risk and physical risk categories, which will be used for multiple purposes. These include portfolio measurement of financed emissions, inputs for scenario analysis, development of risk tolerances and metrics, and other risk measurement and monitoring processes. The workstream is creating an inventory and gap analysis of existing internal and external data, procuring additional external data, and developing best practices for utilizing methodologies such as PCAF in the estimation of data that are not yet available.

- Scenario Analysis:** This workstream is in the process of developing a methodology for scenario analysis using the NGFS scenarios, as a starting point. We will use this output to gain a greater understanding of our credit risk financial impacts. In conjunction with scenario analysis initiatives, the Company generated initial climate-earnings-at-risk information for select public companies within Huntington's credit portfolio.
- Credit Policy and Procedure Development:** The Credit Policy and Procedure Development workstream is developing climate-related credit risk policies, procedures, and guidance to assist in consideration of climate-related risks across the credit life cycle. Initial efforts include consideration of climate-related credit decisioning tools and scorecards to identify credits that merit additional climate due diligence.
- Governance:** This workstream is engaged in review of regulatory guidance, development of policy controls, and other activities relating to the integration of climate considerations into the Company's risk frameworks and governance structures.
- Risk Processes and Metrics:** The Risk Processes and Metrics workstream is developing a climate risk taxonomy that will be used to embed climate considerations into existing risk assessments and risk processes across each of the risk pillars (compliance, credit, liquidity, market, operational, reputation, and strategic) and across each of our business units.
- Disclosure and Reporting:** This workstream is establishing processes for integrating climate risk disclosures into existing financial reporting processes to prepare for the SEC's proposed climate risk disclosure requirements.
- Communications and Training:** The Communications and Training workstream is developing enterprise-level climate risk training modules and more specialized training programs for bankers and other colleagues. This workstream will support the training efforts and the climate risk program generally with internal and external communications.

OUR IMPACT

Climate-related Credit Decisioning Tools

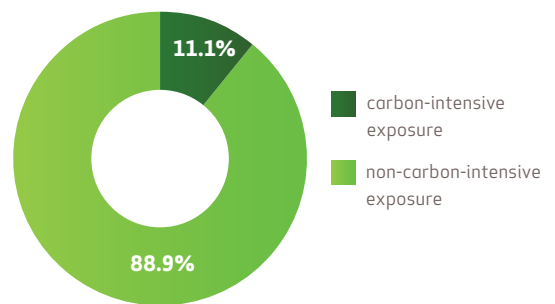
To reduce Huntington's climate-related risks and help our customers do the same, we are developing tools to identify potential physical risks and transition risks in the credit decisioning process.

Initial Analysis of Portfolio Exposures

We have determined that carbon-intensive sectors represent the majority of Scope 3 category 15 emissions. Huntington conducted analysis of the level of exposures, comparative historical data, and trajectory for carbon-intensive sector exposures. We substantially completed the review of total emissions from vehicle finance and residential mortgage portfolios, which represent approximately half of the Company's total credit portfolios. Additionally, Huntington generated an analysis of initial carbon earnings at risk for portions of our large corporate portfolio. There is an ongoing effort to calculate financed emissions, which we plan to publicly disclose within the next two years.

We are currently developing a climate-related credit risk underwriting policy, as well as expanding and enhancing our review procedures to facilitate a more comprehensive assessment of climate-related credit risk across all our portfolios.

HUNTINGTON'S 2021 EXPOSURE TO CARBON-INTENSIVE SECTORS



Huntington's Climate Risk team participates in multiple climate risk development consortiums in the financial and risk management industries, including those convened by the Risk Management Association, Bank Policy Institute, McKinsey & Company, Partnership for Carbon Accounting Financials, American Bankers Association, and Sia Partners.





**DEFINING OUR CLIMATE RISK TIMEFRAMES**

	FROM (years)	TO (years)	PLANNING HORIZON
Short term	1	2	Operating
Medium term	2	5	Strategic
Long term	5	10+	Scenario

“Standardized assessment methodologies are critical as we identify risks related to climate change and implement effective mitigation strategies. We’re confident our enhanced strategy will help key leaders and customers achieve their climate-related objectives.”

George Gonczar, Climate Risk Director



**CLIMATE-RELATED RISK EXAMPLES**

RISK	DESCRIPTION
Short term: Monitoring Emerging Costs (Transition Risk)	New fuel and/or energy taxes and regulations are likely to be implemented in areas where Huntington operates. Regulations and legislation that put a price on carbon pose a risk of increased utility costs, which could impact our overall operational expense. Ongoing regulatory uncertainty at the state level and Huntington’s exposure to multiple utility partners play a role in cost disparity. While it is difficult to control these costs, we aim to mitigate unexpected increases by monitoring the energy procurement market to ensure we are doing our due diligence with energy contracts. We are also actively exploring ways to mitigate peak electric demand at our facilities by studying the feasibility of on-site generation and other peak shaving methods for energy consumption.
Short term: Evaluating Our Energy Efficiency Strategy (Transition Risk)	Huntington continually evaluates options to install LED lighting and high-efficiency HVAC systems in our corporate, operations, and branch locations. We recognize that the incentives associated with these options help make the business case for these investments. Depreciation of existing equipment also plays a significant role in deciding what projects to pursue.
Short term: Capturing the Highest Quality Foundational Climate Data (Transition Risk)	Huntington is conducting an exhaustive review and vetting of available climate data to address climate risk analysis across our portfolios. Key climate-related risk data will subsequently be refined through iterative data analysis to ensure comprehensive, accurate, and effective stratifications of climate-related risk, meaningful business unit and enterprise-level climate risk policy targets, robust climate-related risk management practices, and constructive risk mitigation actions.
Long term: Managing Severe Weather Impacts (Physical Risk)	Severe weather events, and the disruptions associated with them, could cause physical damage to Huntington’s facilities and impact colleague work schedules. The damage to locations and/or inability to staff locations may result in increased operational costs, and consequently, may impact Huntington’s clients. Huntington has fewer branch locations in high-risk areas relative to peers because our U.S. Midwest footprint locations are less vulnerable to physical climate risk than other areas of the country.
Long term: Being Part of the Climate Transition Solution (Transition Risk)	Over time, deeper and richer climate-related data and internal risk management policies will position Huntington to leverage our leadership role in addressing and mitigating climate-related risks. We want to serve as a proactive, consultative resource to inform, educate, and assist our financed emissions customer base in navigating a path toward climate change risk mitigation planning.

In addition to being committed to identifying and addressing climate-related risks, we are also mindful of the opportunities created by climate change and the transition to a low-carbon economy. See page 62 for an explanation of our Climate Finance products and services and other climate-related opportunities.





# Climate Finance

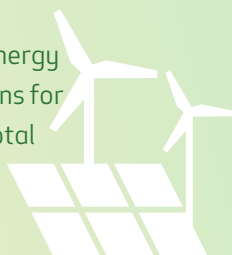
As we strive to improve our environmental performance and reduce our carbon footprint, we are helping our customers do the same. Our climate-related products and services play a critical role in supporting our customers' environmental sustainability journeys.

## BEING AN AGENT OF ENVIRONMENTAL CHANGE FOR OUR CUSTOMERS

Our goal is to create an industry-leading climate finance group with products and services that promote initiatives aimed at reducing the carbon footprint of our customers. For over a decade, we have helped finance energy efficiency and renewable energy projects across the United States. As awareness of climate change and the need to decarbonize grows, we are further investing in products and services to best address customer needs.

Among our commitments, we are focused on expanding our existing Renewable Energy Finance (REF) group and pursuing new opportunities for our financing products and services through our Distributed Energy Resources (DER) and novel product research initiatives.

In 2021, Huntington's Renewable Energy Finance group closed 24 transactions for renewable energy projects with a total capacity of 890MW.



## Renewable Energy Finance

Our REF group provides comprehensive, customized solutions for businesses innovating in the green technology market. Our REF arm uniquely positions Huntington to grow assets, diversify investments, and monetize tax benefits through our specialized offerings:

- **Energy Efficiency Contracting:** Energy efficiency performance contracts that provide customers with the ability to finance and implement energy efficiency measures in their homes and businesses; and
- **Renewable Energy Project Financing:** Construction loans, tax equity bridge loans, term loans, and sale and leasebacks to finance renewable energy projects owned by a third party, such as a commercial entity, utility, or government entity.

The REF group targets long-term relationships with strong renewable energy sponsors. These entities develop, construct, operate, and maintain renewable energy facilities, and sell the output to investment-grade off-takers under long-term fixed rate power purchase agreements.

Huntington's REF group has its own independent engineer on staff who reviews and advises our customers on the design, engineering, procurement, construction, and operational performance of renewable energy projects. This expertise results in a smoother application and approval process, better project performance, and overall increased customer satisfaction.

**Distributed Energy Resources**

Our current DER initiatives focus on expanding financing of EV charging port, micro-grid, and battery storage projects. In parallel, we are considering building out our green advisory services to better support our customers' transition to a low-carbon economy. We look forward to sharing more about these initiatives in future reports.

**A SPOTLIGHT ON OUR PARTNERSHIPS**

**Greenskies Clean Focus<sup>1</sup>:** Greenskies Clean Focus' (GCF) 6.1 MW Solar PV project in North Stonington, Connecticut, provides low-cost, clean electricity to Connecticut State Colleges and Universities (CSCU). This project is the second of nine projects planned under the agreement between GCF and CSCU. Huntington provided the long-term debt and tax equity financing for this project. Since 2019, Huntington and GCF have been partners and Huntington has committed more than \$150 million of capital for GCF projects.

**Ameresco<sup>2</sup>:** Ameresco's 4.4 MW DC Water Solar PV project provides low-cost, clean electricity to the District of Columbia's DC Water wastewater treatment plant. It is recognized as one of the largest advanced wastewater treatment plants in the world and is the second-largest consumer of electricity in the District of Columbia. Huntington provided the permanent/long-term debt and tax equity financing for this project.

Ameresco's 350 kW Newton Libraries solar PV project provides the city of Newton, Massachusetts, with low-cost, clean electricity. This project is part of a larger multi-site agreement between Ameresco and the city of Newton. Huntington provided the permanent/long-term debt and tax equity financing for this project.

Ameresco and Huntington have been partners since 2018, and Huntington has committed more than \$350 million of capital for Ameresco projects.

<sup>1</sup> [www.greenskies.com](http://www.greenskies.com)

<sup>2</sup> [www.ameresco.com](http://www.ameresco.com)



**OUR IMPACT**

**Financing the Future of Motor Vehicle Transportation**

From 2020 to 2021, Huntington increased financing of hybrids/EVs by 111%.

*"Consumers are increasingly purchasing hybrids and EVs. We are here to help our customers protect the planet through our inventory of both hybrids and EVs. Huntington is a great partner in providing the financing our customers need, helping us all be better environmental stewards."*

Joey Huang, President, Great Lakes Auto Network in Akron, Ohio



Greenskies Clean Focus' (GCF) 6.1 MW Solar PV project



Ameresco's 4.4 MW DC Water Solar PV project





# Social

Colleague Engagement,  
Development, Retention, and  
Attraction

Diversity, Equity,  
and Inclusion

## PROGRESS AT A GLANCE

Our Vision to become the country's leading people-first, digitally powered bank is led by our Purpose-driven culture and our dedicated colleagues, who deliver for our customers, communities, and each other. We are committed to engaging, developing, retaining, and attracting the best talent for Huntington, and during 2021, we achieved the following:

- Raised our minimum rate to \$19 per hour effective January 1, 2022;
- Expanded medical plans to include autism therapy and treatment and family-building services;
- Expanded eligibility for our college tuition reimbursement program to cover Huntington's entire footprint;
- Launched a new employee assistance program, providing counseling sessions to colleagues;
- Provided colleagues with a Cultural Celebration Day, a paid day off to use when celebrating a cultural holiday or observance; and
- Enhanced our Military Leave Policy to assist colleagues with young children who are affected by deployment.

# Colleague Engagement, Development, Retention, and Attraction

At Huntington, our colleagues are our most important asset and the key to helping our stakeholders thrive. Our business is built on relationships, and our colleagues differentiate us. Our culture unites us all through a shared understanding that helps us work collaboratively to achieve our goals.

As a top 25 U.S. bank holding company with nearly 20,000 colleagues operating in 11 states, we have embarked on a new era. Grounded in our Purpose-driven culture, we prioritize making our customers' and colleagues' lives better, helping businesses thrive, and strengthening the communities we serve.

2021 marked the fifth year of our ongoing journey to become a Category of One company—an aspirational goal that recognizes our potential to elevate our culture and performance to a level that puts us in a class of our own. This journey enables our colleagues to put our Purpose into action, delivering for our stakeholders with Service Heart. It also was a year of culture-building and deepening our commitment to our people as we welcomed new colleagues as part of our acquisition of TCF Financial Corporation (TCF), which was completed in June 2021.

## ADVANCING OUR WELCOMING CULTURE

Welcoming people is what we do. As Huntington colleagues, we are united by our commitment to one another and to our customers. We believe our individual successes contribute to



a stronger and more agile and resilient company. Our people-focused culture empowers each of us to achieve our personal and professional goals.

We strive to continuously elevate the colleague experience as we progress on our Category of One journey, and we are focused on the following opportunities:

- **Workplace of the future:** We are committed to reimagining our physical spaces and embracing a flexible workplace model to meet evolving colleague expectations and needs.
- **Enhancing the colleague journey:** We are examining the colleague life cycle—from hire to retire—and applying a flexible customer experience management approach to support our colleagues throughout their careers with Huntington. Recognizing the diversity of our workforce and prioritizing the collective voice of colleagues, we are focused on driving colleague engagement, satisfaction, and performance.



- Deepening engagement across the Company:**  
 We adopted a continuous listening approach, which includes regular pulse surveys, based on the understanding that colleagues who feel a greater sense of connection to Huntington and are recognized for their efforts are highly engaged.
- Holistic, robust view of wellness and well-being:**  
 Enhancements to our comprehensive benefits and wellness offerings continue to be informed by colleague input through formal and informal feedback channels.

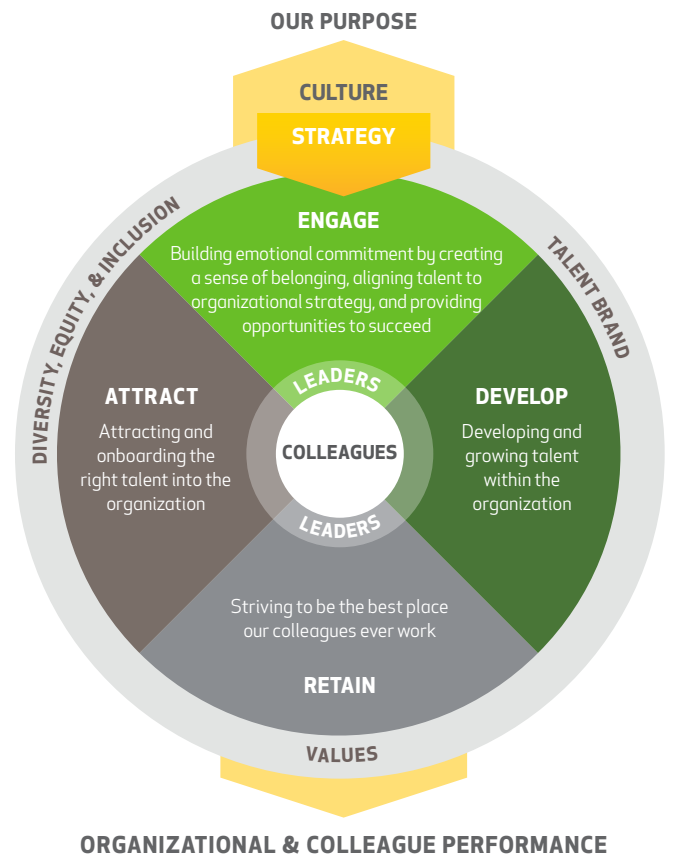
Spurred by our recent growth and the acquisition of TCF, this influx of new talent provides the unique opportunity to strengthen trust, relationships, and engagement with our colleagues. We launched a communications strategy related to our Culture, Purpose, and Values to promote inclusion and help our leaders who are responsible for creating a welcoming, supportive environment among their teams.

Over the past few years, Huntington leaders have engaged and supported their teams in innovative ways, such as hosting team coffee chats and stretching exercises designed to build camaraderie, prioritizing well-being, and connecting with fellow colleagues on a deeper level. Leaders have also conducted listening sessions with their teams to better understand and identify ways to elevate the colleague experience.

### OUR TALENT MANAGEMENT STRATEGY

Our talent management strategy focuses on **engaging, developing, retaining,** and **attracting** the best talent for Huntington. It is embedded within our culture and is designed to ensure we have the human capital to meet our goals and fulfill our Purpose today and in the future.

We believe the path to exceptional Company performance is an equal balance of “what we do” and “how we do it.” This sentiment is reflected throughout our talent management strategy and in our aspiration to be in a Category of One.



Our [Human Rights Statement](#) ensures we live our Values every day and honor our unwavering commitment to the promotion of human rights across all our business practices.



### ENGAGING OUR COLLEAGUES

As part of our transformational journey to become a Category of One company, we have taken steps to ensure our Values, beliefs, and behaviors align with those of our colleagues. Such synergy positively impacts colleague performance and satisfaction.

In 2021, we conducted our **eighth consecutive companywide engagement survey** to measure our colleagues' experiences across a variety of areas, with a strategic focus on culture, trust, and engagement. The survey was sent to colleagues after the completion of our acquisition of TCF and included our new colleagues. We intentionally chose to proceed with our July survey to better understand how our people—both legacy and new colleagues—were feeling, allowing us to more quickly identify and address areas of opportunity. The influx of new colleagues predictably yielded a higher number of neutral responses as compared to last year, which negatively impacted our results. In addition to providing an early view of colleague sentiment, the decision to continue with our annual cadence demonstrated to colleagues our genuine desire to learn about their experiences.

Starting in 2022, we added more **pulse surveys** to create frequent touchpoints, furthering our commitment to address opportunities in real time. We also added a colleague and people analytics platform that enables us to create a customized listening solution to enhance the colleague experience through virtual ideation and crowdsourcing.

### HOW HUNTINGTON COLLEAGUES DESCRIBE OUR CULTURE



### COMPANYWIDE ENGAGEMENT SURVEY RESULTS

**81%** of colleagues are "engaged or highly engaged"

Above **75<sup>th</sup>** percentile for **culture and trust**

Slightly below the **75<sup>th</sup>** percentile for **engagement**

### OUR IMPACT

#### Celebrating Our People During Week of Cultural Celebration

Huntington hosted an inaugural week of cultural celebration in October 2021 to recognize fellow colleagues, appreciate our differences, and better understand and embrace everyone's personal story. The programming included corporate, regional, and local celebrations, many of which were hosted virtually and open to all colleagues. Highlights included the creation of a colleague heritage map demonstrating the rich diversity of cultures represented among colleagues, as well as a virtual session in which colleagues representing different regions across our footprint shared their traditions.





### DEVELOPING OUR PIPELINE OF TALENT FOR CAREER GROWTH

We believe our greatest asset in finding the talent we need is our existing workforce, and we have made significant investments in supporting colleagues to achieve their full potential and professional goals with Huntington. We have accelerated readiness through focused development, while prioritizing quality over quantity of succession candidates.

Our **High-Potential Talent Development Program** provides opportunities for colleagues to develop and accelerate career growth, with designated programs for each stage of their career journeys. We are focused on developing and progressing top talent to become ready for their next level of leadership in a more efficient and intentional manner that is aligned with the Purpose and Values of Huntington.

In 2021, we consolidated program elements and refined criteria to promote greater equity and enhanced virtual capabilities to make our program more accessible. All programming includes a component related to diversity, equity, and inclusion (DEI).

The following enterprisewide program levels support colleagues at key milestones along the talent pipeline:

- **Emerge:** High-performing emerging leaders
- **Accelerate:** High-potential mid-level leaders
- **Drive:** High-potential senior and executive leaders

### OUR IMPACT

#### Spotlight on Transformations

Launched in 2021, Transformations is designed for executive women at Huntington to equip them with the capabilities, exposure, networks, and tools needed for the executive level. This program is intended to increase the number of high-quality female successors for leadership positions at Huntington and close the leadership gap between men and women. Focus areas include strengthening technical acumen, developing executive presence and influence, building self-awareness, developing leadership confidence, and creating transformational leadership skills. Our inaugural cohort included 23 women, 35% of whom are racially/ethnically diverse.



### FOSTERING DIVERSE, HIGH-POTENTIAL TALENT

**1,139** colleagues participated in our High-Potential Talent Development Program

**62%** were women and/or racially/ethnically diverse



### Colleague Training

Our learning culture is reinforced by ongoing companywide and segment-specific training opportunities. In 2021, 100% of colleagues completed 31 training requirements, including content focused on our Values and fostering a safe, productive, and professional work environment. An additional 62 modules were tailored to specific business segments. On average, each colleague spent 33 hours during the year participating in learning opportunities.

In addition, our tuition reimbursement program and partnerships with select universities provide qualifying colleagues the opportunity to obtain an advanced degree at no cost to the student, further demonstrating how we support our colleagues' career growth.

### OUR IMPACT

#### Huntington Honored by *Training Magazine* for Third Consecutive Year

Huntington achieved a Top 50 ranking on *Training Magazine's* 2022 Training APEX Awards list, marking our third consecutive recognition by the publication. The Training APEX Awards ranking is determined by assessing a range of qualitative and quantitative factors, including financial investment in colleague development, the scope of development programs, how closely such development efforts are linked to business goals and objectives, and their effectiveness in terms of business impact.

#### 2021 COLLEAGUE LEARNING HOURS

611,949

total learning hours

33

average learning hours per colleague

#### 2021 KEY TALENT METRICS

61%

of executive leaders have "ready now" successors

38.6%

of all open roles filled by internal candidates, including **100%** of senior leadership roles filled by internal candidates



**RETAINING AND SUPPORTING OUR COLLEAGUES**

We invest significantly in attracting the right talent and are committed to creating an environment where colleagues feel valued, supported, and empowered. We believe it is our responsibility to support the personal, emotional, physical, and financial well-being of our fellow colleagues and their families, which in turn empowers our workforce to take care of our customers. Our commitment to one another positively impacts colleague satisfaction, levels of trust, and performance.

**Listening to and Supporting Our Colleagues**

Huntington strives to provide some of the best benefits in the industry, and our comprehensive suite of offerings is as diverse as our people and includes something for everyone. We actively listen to our colleagues and tailor our benefits and perks to meet their evolving needs. Our offerings are reviewed and updated annually.



“Our commitment to our fellow colleagues is fundamental to our retention strategy. We invest in our colleagues, who in turn deliver for our customers, which yields shareholder value.”

Kelly Blackmon, Talent Management Director



**OUR WELLNESS OFFERINGS**

PERSONAL WELL-BEING	EMOTIONAL WELL-BEING	PHYSICAL WELL-BEING	FINANCIAL WELL-BEING
<ul style="list-style-type: none"> <li>• Family time off (up to 4 weeks, often used during parental leave or adoption)</li> <li>• Caregiver leave (1 to 2 weeks off every two years based on length of employment)</li> <li>• Workplace Flexibility Policy</li> <li>• Expanded military benefits</li> <li>• Scholarship program</li> <li>• Huntington Cares Emergency Fund program</li> </ul>	<ul style="list-style-type: none"> <li>• “How are you doing, really?” program</li> <li>• Enhanced employee assistance plan</li> <li>• Resilience training for colleagues</li> <li>• Comprehensive recognition program</li> <li>• “Spotlight on Learning” program</li> </ul>	<ul style="list-style-type: none"> <li>• Colleague wellness platform</li> <li>• Wellness incentive opportunities for colleagues participating in healthy activities and preventive screenings</li> <li>• Virtual/onsite fitness</li> <li>• Fitness discounts</li> </ul>	<ul style="list-style-type: none"> <li>• 401(k) plan with a match of up to 4% (with 95% colleague participation)</li> <li>• Minimum pay rate of \$19/hour (effective 1/1/2022)</li> <li>• Multiple tiers within our medical plan to scale colleague premiums based on level of pay</li> <li>• Equal pay for work of equal value</li> <li>• Tuition reimbursement and preimbursement</li> <li>• “Spotlight on Learning” program</li> </ul>

Based on colleague feedback, we enhanced our **employee assistance plan** in 2022. Additionally, we announced in late 2021 and rolled out in 2022, coverage for **applied behavior analysis**, a common autism therapy that covers treatment regardless of age. We also added coverage for **family building services** to help colleagues grow a family in a way that is best suited to them—from natural conception, to fertility, adoption, surrogacy, and more.

Our **“How are you doing, really?” program** continues to amplify and enhance our efforts to support the emotional well-being of all colleagues. The initiative encourages empathetic listening and strives to help colleagues feel comfortable being vulnerable, sharing their experiences, and asking for help. Emblematic of our Service Heart core value, colleagues are encouraged to share their authentic experiences to help others understand they are not alone. Program details are included in our onboarding materials, and we hosted benefits roadshows across our operations in late 2021 and early 2022 to promote awareness of our robust well-being offerings.

In addition, colleagues are now provided with a **Cultural Celebration Day**, a paid day off to use when celebrating a cultural holiday or observance.



### **Leveraging Technology to Drive Engagement**

Our experience in a hybrid work environment over the past two years proves that even when we are physically separated, we can be incredibly productive and effective. Our Workplace Flexibility Policy recognizes that every lifestyle and workstyle is unique and provides options to help eligible colleagues achieve greater work/life balance, including flextime, staggered hours, compressed workweeks, part-time schedules, and remote work.

As we embrace the new era of Huntington, we have leveraged technology to communicate and collaborate across our 11-state footprint. Many of our colleagues communicate daily via video conference and other digital tools, and we have found new ways to connect and engage with one another, including forming online communities organized around shared interests and other commonalities. Colleagues receive important Company updates and interact with leaders during virtual “Huntington Now” town halls. In early 2022, we launched an enhanced intranet experience that prioritizes engagement opportunities.

### **OUR IMPACT**

#### **Huntington Recognized as Top Employer**

Huntington was recognized on the *Forbes* America’s Best Employers list in 2022. In addition to ranking in the top 100 of the 500 large employer honorees, we scored in the top 10 within the banking and financial services industry. The recognition reflects our commitment to fostering an exceptional colleague experience.



### ATTRACTING THE BEST TALENT

Attracting and hiring the best talent is pivotal to our sustained success. As part of our commitment to providing all colleagues with a living wage and to continue to stand out as a top employer, Huntington implemented a bankwide minimum rate increase to \$19 per hour in January 2022.

We embrace a Purpose-driven talent acquisition model that strives to ensure every candidate and every hiring manager have an exceptional experience that aligns with our cultural transformation and social equity efforts. Hiring decisions are based on predicted performance and behaviors. Our approach to hiring for cultural alignment creates a streamlined, repeatable process that promotes equity. Core tenets include:

- **Continuously recruiting:** Identifying great talent regardless of open positions.
- **Predictable journeys:** Creating realistic and specific candidate roadmaps to align expectations for the hiring process.
- **Consistent interviews:** Enabling objective candidate comparisons and consistently great candidate experiences.

We continue to invest in the DEI capabilities of our talent acquisition team to enhance our ability to attract and hire diverse talent. For example, our Talent Acquisition Consultants have earned AIRS® Diverse Recruiter certification. We created a DEI Hiring Toolkit to prepare talent acquisition colleagues for conversations with managers about opportunities to increase the diversity and inclusion of our workplace through our hiring and attraction practices. We also created a DEI Hiring Manager Toolkit, which helps hiring managers better understand their role in creating a diverse and inclusive workplace. To promote continued progress, all hires at the middle management level or above require approval from the Executive Leadership Team.

### 2021 HIRING HIGHLIGHTS

90%

90-day external hire retention

41%

gender diversity of internal hires

30%

racial/ethnic diversity of internal hires

37%

gender diversity of external hires

27%

racial/ethnic diversity of external hires

### MIDDLE-MANAGEMENT LEVEL AND ABOVE

655

total hires

305

total diverse hires

47%

diverse hires

53%

diverse slates\*

\*Percent of interview slates for all hires at the middle management level and above that comprised at least 50% diverse candidates.

# Diversity, Equity, and Inclusion

The diversity of our colleagues—their one-of-a-kind talents, backgrounds, and work styles—differentiates us and drives our business forward. Embracing and celebrating diverse views, ideas, and opinions is at the core of who we are and how we fulfill our Purpose of making people’s lives better, helping businesses thrive, and strengthening the communities we serve.

Employing a diverse and inclusive workforce is critical to our sustained success and growth. Our Company tagline—**Welcome**—serves as an invitation to all and reflects how we foster an environment where our people can bring their authentic selves to work and feel empowered to grow their careers.

Huntington Executive Vice President, Chief DEI Officer, and Learning and Development Director, Donald Dennis, was recognized with a Top 100 Chief Diversity and Inclusion Officer Award at the 18<sup>th</sup> Annual National Diversity and Leadership Conference in 2022.



## ADVANCING OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Our [Diversity, Equity, and Inclusion Policy Statement](#) demonstrates our commitment to be intentional in how we engage, develop, retain, and attract talent to foster a more inclusive environment that effectively leverages diversity. Embracing diversity and inclusion is a responsibility shared among all colleagues by modeling inclusive behaviors, showing respect, and appreciating differences. We want our colleagues to feel valued, respected, and heard because we know that each of our differences adds value to the organization.

Huntington’s DEI strategy is the foundation for how we connect to our Purpose and comes to life in our Values. It’s central to our identity today and the Category of One company we aspire to become.

Our Chief Diversity, Equity, and Inclusion Officer and Learning and Development Director, who reports to the CEO and serves on our Executive Leadership Team, leads our DEI strategy. It encompasses the following focus areas:

- **Workplace Inclusion:** Create an inclusive culture that fosters an authentic sense of belonging through consistent and sustained execution of the Huntington DEI strategy that is welcoming and open to all.
- **Workforce Diversity:** Engage, develop, retain, and attract talent of all backgrounds that reflects the realities of our marketplace, our communities, and the relevant labor market.
- **Community Engagement:** Position Huntington as a DEI leader with our colleagues, customers, and communities, fully leveraging our diverse talent and inclusive culture toward positive outcomes in our communities.
- **Supplier Diversity:** Drive economic inclusion within our supply chain to produce quality products and services from diverse businesses in alignment with our Purpose of making lives better, helping businesses thrive, and strengthening the communities we serve.

DEI STRATEGY AND OPERATING PLAN



Huntington’s corporate Diversity, Equity, and Inclusion Strategic Council (DEISC), which is co-chaired by our Chairman, President, and CEO and our Chief DEI Officer, consists of representatives from business segments and internal strategic partners. The DEISC is responsible for:

- Driving achievement toward key performance indicators and aspirational goals across our four focus areas;
- Assessing the effectiveness of our DEI results;
- Sharing internal and external best practices and successes;
- Assessing landscape and discussing areas of opportunity to improve DEI results;
- Providing executive support to our Business Resource Groups, Inclusion Councils, and Communities of Practice; and
- Communicating strategic direction.




DEI GOVERNANCE STRUCTURE



**Social Equity Colleague Plan: Bringing Our Strategy to Life**

Launched in 2020, our Social Equity Colleague Plan seeks to continually improve the colleague experience by promoting progress in the areas of culture and inclusion, career development and advancement, and the colleague experience.

We are pursuing short- and long-term actions aligned with the following key performance indicators in three specific categories related to culture and inclusion:

VOICE	PAY EQUITY	SENIOR AND EXECUTIVE SUCCESSION
<p>Score in the 99<sup>th</sup> percentile on the culture index as part of our annual all-colleague engagement survey</p> <p>Set goals for the engagement and trust indices we aspire to achieve by the end of 2023</p> 	<p>Maintain average base salary levels for women and racial/ethnic minorities within <math>\pm 2\%</math> points of men and non-minorities</p> 	<p>Increase diversity of senior-level and executive-level successors to 50% each by the end of 2023</p> 

The progress made in each focus area is reaffirming, and we continue to pursue areas of opportunity as we strive to achieve our vision of being the best place our colleagues will ever work. In addition, we set key performance indicators to focus on enhancing the diversity of our workforce.

**PROGRESS TOWARD OUR DIVERSITY GOALS**

The table below represents our progress toward our workforce diversity goals. While we reached some of our targets, we continue our efforts to achieve these aspirational goals. The 2021 data includes all employees, including those who became part of the Company as a result of the TCF acquisition. We were able to maintain or improve our diversity performance while welcoming thousands of new colleagues to Huntington.

	GOAL	2020 PERFORMANCE	2021 PERFORMANCE
<b>Middle and Executive Management<sup>1,2</sup></b>			
Total Diversity <sup>3</sup>	50% by 2023	45%	45%
Gender Diversity <sup>3</sup>	35% by 2023	31%	31%
Racial/Ethnic Diversity <sup>3</sup>	15% by 2023	14%	14%
Diverse Hiring	50% by 2023	47%	52%
Diverse Promotions	50% by 2023	52%	51%
<b>Non-Management</b>			
Internal Hiring	44% by 2023	37%	40%

<sup>1</sup> Huntington defines middle and executive management at a set salary grade and above, which encompasses approximately 5,000 colleagues.

<sup>2</sup> Huntington employs five international colleagues at the middle and executive management levels. The race/ethnicity of these colleagues is not reportable.

<sup>3</sup> KPI adjusted from 2021 to 2023 in alignment with 2023 Social Equity Colleague Plan KPIs.

### DEEPENING OUR DEI COMMITMENT

The past year has been one of significant growth for Huntington. We embraced the opportunity to welcome new colleagues through the acquisition of TCF and deepened our commitment to DEI by tripling the size of the department. We also developed a regional DEI strategy designed to promote efforts at the market level across our expanded footprint. Our regional approach to DEI is connected to the racial and social equity pillars of our Community Plan, which is discussed in [Community Focus and Impact](#).

Huntington's regional DEI strategy focuses on the following priorities:

- Establish a regional team to deepen DEI elements of the community and colleague plans locally with regional leaders, community partners, and advisory groups within core markets;
- Ensure that each business segment monitors talent diversity and aligns with other segments to discuss momentum, opportunities, and strategy;
- Develop, execute, and communicate comprehensive DEI plans aligned with regional community and colleague plans for each business segment that reflect Huntington's commitment toward our Category of One DEI practices;
- Partner with regional and business segment leaders to evaluate current business strategies and operational objectives, make recommendations, and serve as a key DEI advisor;
- Support campus recruiting efforts and identify and connect with workforce development organizations that support training and placement of diverse professionals; and
- Collaborate on community and philanthropic initiatives supporting our Purpose of "Looking Out for People."



"Our regional focus on DEI is immensely critical to engaging all our colleagues, customers, and communities and achieving our goals. This unique approach ties back to the racial and social equity pillar of our strategic Community Plan and brings our commitment full circle."

Darrel German, Minneapolis/St. Paul Regional President



### NURTURING A DIVERSE, INCLUSIVE WORKFORCE

We are committed to fostering a diverse workforce that reflects the demographics of the customers and communities we serve. The acquisition of TCF positively impacted the diversity of our workforce, and our expanded footprint offers exposure to additional diverse talent in markets such as Chicago, Denver, Detroit, and Minneapolis.

Partnering with leading universities, we continue to increase diverse participation in our award-winning intern programs and various career paths. In 2021, our intern class was 72% racially/ethnically and gender diverse, with 70% of eligible interns receiving full-time employment offers. Nurturing existing partnerships and forging new ones with historically Black colleges and universities (HBCUs) and Hispanic-serving institutions, we are committed to building a diverse pipeline to improve Huntington's workplace diversity today and for the future. Additionally, we have established relationships with national organizations and institutions with local affiliates within our core markets.

Recognizing that our Hispanic/Latino colleague population was under-represented in most markets as compared with the population within our footprint, we developed a talent strategy that prioritizes efforts and activities to support increased engagement, development, recruitment, and attraction of Hispanic/Latino talent. We developed specific

strategies for early career, mid-career, and advanced-career talent to ensure we are building our pipeline and infusing Hispanic/Latino talent at all levels of the organization.

To further drive accountability for our diversity commitments, we encourage colleagues to self-identify as members of diverse populations through our Business Resource Groups and Inclusion Councils. As of December 31, 2021, 221 colleagues self-identified as a protected military veteran, 783 colleagues self-identified as having a history of a disability, and 257 colleagues self-identified as part of the LGBTQIA+ community. While this reporting remains voluntary, we created an ongoing awareness campaign offering colleagues the opportunity to share this information. Having more accurate data will enable us to better understand our colleague population and tailor our programs and benefits to support all colleagues.

#### OUR WORKFORCE

68%

of our total workforce is gender or racially/ethnically diverse

45%

of our middle and executive management level workforce is gender or racially/ethnically diverse

As of December 31, 2021

#### OUR IMPACT

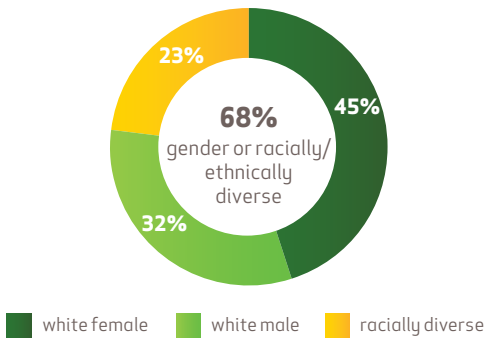
##### Engaging Diverse Talent with Early Career Opportunities

The Huntington Bank Rise Program is designed to attract and educate students with diverse backgrounds and those who have been historically under-represented in financial services. Rising college sophomores and juniors are introduced to Huntington and our culture and prepared for future internships or other early career opportunities—whether at Huntington or elsewhere.

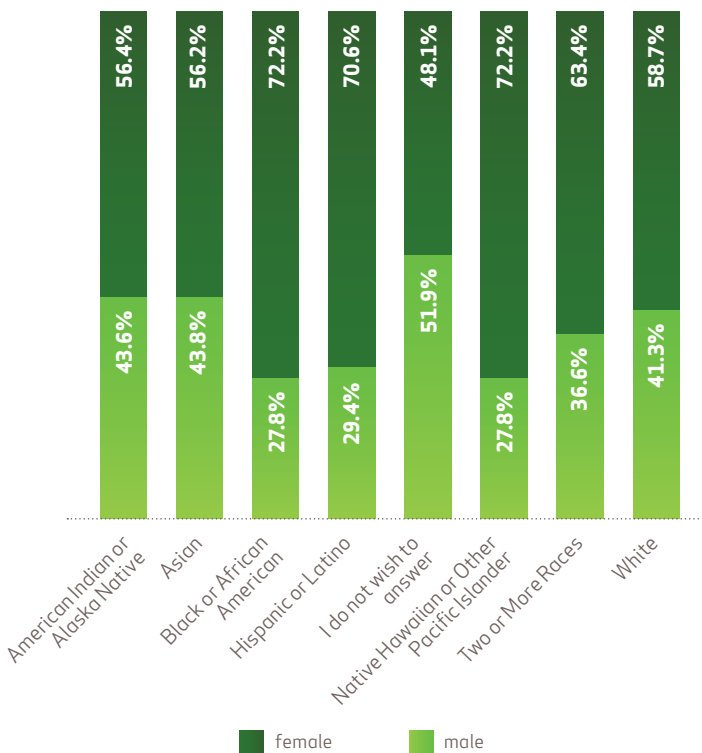
In 2021, we piloted the Rise program with eight students, one of whom applied for and accepted an internship with Huntington. Several of the mentorships arranged between Huntington colleagues and Rise students are still thriving long past the program's formal end. The next cohort kicked off in June 2022, with a class more than double the size of the inaugural cohort.

HUNTINGTON'S WORKFORCE DIVERSITY DATA

2021 GENDER AND RACIAL/ETHNIC DIVERSITY AT A GLANCE



TOTAL WORKFORCE BY GENDER AND RACE<sup>2</sup>



HUNTINGTON'S TOTAL WORKFORCE<sup>1,2</sup>

	2019	2020	2021
<b>American Indian or Alaska Native</b>	<b>27</b>	<b>28</b>	<b>55</b>
Female	14	17	31
Male	13	11	24
<b>Asian</b>	<b>552</b>	<b>611</b>	<b>983</b>
Female	311	323	552
Male	241	288	431
<b>Black or African American</b>	<b>1,703</b>	<b>1,693</b>	<b>2,046</b>
Female	1,222	1,196	1,477
Male	481	497	569
<b>Hispanic or Latino</b>	<b>479</b>	<b>497</b>	<b>1,052</b>
Female	313	309	743
Male	166	188	309
<b>Native Hawaiian or Other Pacific Islander</b>	<b>13</b>	<b>12</b>	<b>18</b>
Female	8	8	13
Male	5	4	5
<b>Two or More Races</b>	<b>262</b>	<b>257</b>	<b>380</b>
Female	170	169	241
Male	92	88	139
<b>White</b>	<b>12,501</b>	<b>12,450</b>	<b>14,703</b>
Female	7,271	7,180	8,637
Male	5,230	5,270	6,066
<b>I do not wish to answer</b>	<b>n/a</b>	<b>n/a</b>	<b>553</b>
Female	n/a	n/a	266
Male	n/a	n/a	287
<b>Total</b>	<b>15,537</b>	<b>15,548</b>	<b>19,790</b>

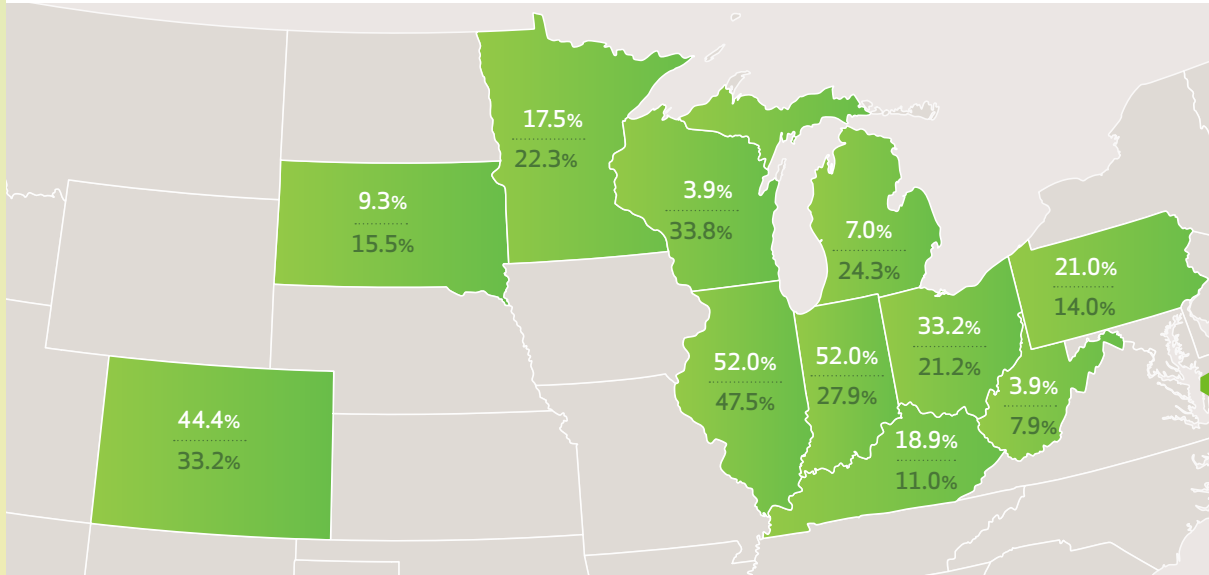
MIDDLE AND EXECUTIVE MANAGEMENT<sup>2</sup>

RACE/ETHNICITY	2021
American Indian or Alaska Native	0.2%
Asian	6.8%
Black or African American	4.2%
Hispanic or Latino (U.S.)	1.6%
I do not wish to answer	3.0%
Native Hawaiian or Other Pacific Islander	0.1%
Two or More Races	1.0%
White	83.3%

<sup>1</sup> For 2019 and 2020, if race was unknown or "did not wish to answer," race defaulted to White.

<sup>2</sup> Huntington also employs 25 international colleagues (13 females and 12 males), five of whom are at the middle and executive management level. The race/ethnicity of these colleagues is not reportable.

### HUNTINGTON COLLEAGUE BASE COMPARED WITH OUR FOOTPRINT POPULATION (by state)<sup>1</sup>



Racially/ethnically diverse colleagues outside the footprint: 20.5%

- racially/ethnically diverse Huntington colleague base
- racially/ethnically diverse footprint population

### HUNTINGTON COLLEAGUE BASE COMPARED WITH OUR FOOTPRINT POPULATION (by race)<sup>1,2</sup>

	2021 PERCENT HUNTINGTON COLLEAGUE BASE	GENERAL RACIAL/ETHNIC REPRESENTATION ACROSS FOOTPRINT POPULATION <sup>2</sup>
American Indian or Alaska Native	0.3%	0.3%
Asian	4.9%	3.6%
Black or African American	10.4%	12.5%
Hispanic or Latino	5.4%	9.6%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%
Two or More Races	1.9%	2.2%
White	74.3%	71.7%

<sup>1</sup> Percentages total more than 100% due to the Hispanic or Latino category also being included within other categories. Please see Census.gov for more details.

<sup>2</sup> Footprint states are Colorado, Illinois, Indiana, Kentucky, Michigan, Minnesota, Ohio, Pennsylvania, South Dakota, West Virginia, and Wisconsin. Data based on 2021 estimated population as provided by Census.gov.

Huntington's latest EEO-1 report submitted to the U.S. Equal Opportunity Commission is available on [our corporate website](#).





**PROMOTING AWARENESS AND EMPATHY THROUGH DEI TRAINING**

We believe positive systemic change starts with education and empathy, and we continually add to our catalog of DEI-focused learning opportunities. Fostering an inclusive work environment is a shared responsibility, and we offer year-round programming to ensure all Huntington colleagues can identify the value of, and exhibit, behaviors that drive DEI.

In 2022, we are pursuing the design of a DEI Executive certification. This certification will be initially offered to top management to augment our efforts to develop empathetic leaders who demonstrate accountability, courage, humility, and empowerment.

**OUR PAY EQUITY PLEDGE**

Our unwavering commitment to pay equity ensures that gender, race, and ethnicity are not determining factors in salaries, bonuses, and stock-based awards. We continue to identify and implement effective practices to promote pay equity. These include pay analyses, hiring practices that protect pay equity, and training managers on explicit and implicit bias in compensation and promotion decisions. We seek to maintain approximately 100% pay equity (with a margin for error of  $\pm 2\%$ ). In 2021, we were able to close the gap to 1%.

**OUR IMPACT**

**Promoting Diversity Within Financial Services Industry**

Our diversity initiatives are woven into our business and talent management goals. In addition to our ongoing efforts to enhance the diversity of our workforce, we realize we have a responsibility as an industry leader to promote opportunities for diverse talent to enter and grow their career within the financial services sector.

In late 2020, Huntington joined other leading financial services organizations and HBCUs in the creation of the Financial Alliance for Racial Equity (FARE) to drive structural change for Black and diverse college students and financial professionals and advance social justice initiatives. FARE strives to build sustainable economic wealth in diverse communities.

**SUMMARY PAY COMPARISONS**

	<b>RACIALLY DIVERSE COLLEAGUES' PAY AS PERCENTAGE OF THAT PAID TO NON-RACIALLY DIVERSE COLLEAGUES</b>	<b>WOMEN'S PAY AS PERCENTAGE OF THAT PAID TO MEN</b>
All non-exempt employees	99%	101%
All exempt employees	100%	98%
All employees	99%	99%

**COLLEAGUE ENGAGEMENT AND FEEDBACK DRIVE DEI PROGRESS**

Our inclusive, people-centered culture is nurtured by and for our colleagues. Similar to how customer feedback fuels our innovation, Huntington colleagues play a critical role in fostering a thriving, welcoming environment for all.

Our colleague-led **Business Resource Groups (BRGs)**, **Inclusion Councils**, and **Communities of Practice (CoPs)** are a hub of impactful, interactive educational opportunities that strengthen our culture through shared learning and activities that enhance the colleague experience, help us best meet our customers' specific needs, and support our communities.

**Business Resource Groups**

Each BRG is aligned with a shared background or interest and serves to elevate the diverse voices of our colleagues. The forum promotes professional and personal growth while helping to create a pipeline of talented, qualified, and diverse individuals for successive senior roles. All BRGs are sponsored by a Huntington senior executive. In 2021, we welcomed the Green Team as our ninth BRG following its elevation from a CoP.



With 60 regional chapters, our BRGs help extend and leverage our Values across our footprint. The proliferation of colleague-led groups, coupled with the expanded use of technology as a communications tool, has provided opportunities to scale programming and increase collaboration.

Our **Pride Alliance BRG** advocated for personal gender pronouns to become part of our corporate brand standard for colleague email signatures, which has since been implemented. Additionally, preferred name can be designated in our customer-facing systems to ensure that we honor our customers' names.

The **AdaptAbility BRG** was instrumental in the development of a corporate closed captioning standard and is a champion of our ongoing commitment to digital accessibility. For example, we developed this report to align with the World Wide Web Consortium's Web Content Accessibility Guidelines.

Learn more about the work of our Green Team BRG in [Operational Environmental Performance](#).



**Welc&me.**  
AdaptAbility

**Welcome.**  
African American BRG

**Welcme.**  
Asian & Pacific Islander BRG

**Welcome.**  
Emerging Professionals

**Welcome.**  
Green Team

**Bienvenidos.**  
Hispanic BRG

**Welcome.**  
Military BRG

**Welcme.**  
Women's Network

**Welcome.**  
Pride Alliance

**~4,000**

colleagues are engaged in our BRGs, Inclusion Councils, and Communities of Practice

**Inclusion Councils and Communities of Practice**

Our region- and office-specific **Inclusion Councils** are voluntary, colleague-driven groups created to support the implementation of our inclusion strategy. Each Inclusion Council raises awareness of our DEI efforts within its region and regularly partners with local BRGs to amplify support for various events and programs.

Our **CoPs** are colleague-led, volunteer affinity groups. By sharing information and experiences with fellow members, colleagues learn from each other and have personal and professional development opportunities. Launched in 2021, the **Semicolon CoP** offers support and encouragement to colleagues going through challenges affecting their mental health. The semicolon is a common symbol for mental health awareness.

The **Immigrant CoP** was also launched in late 2021. Its mission is to recognize and address the needs of our colleagues who are immigrants and refugees. The Immigrant CoP welcomes all colleagues, celebrates diversity, and is committed to serving immigrant and refugee customers and communities across our footprint. It also recognizes that colleagues and customers who are immigrants may face challenges, including language, culture, and finances, and may not have a family or support system available.

**Celebrating Our Progress**

At our third annual DEI awards ceremony in November, we recognized and celebrated our fellow colleagues’ commitment to making a difference in our workplace and championing a welcoming environment. The awards ceremony, which was conducted virtually for the second consecutive year, was reimagined to reflect our growing impact and expanded footprint.

Through peer nominations, 19 awards—three times as many as in past years—were presented to colleagues in recognition of their impactful efforts to support various DEI initiatives. Additionally, two business segments and a supplier, B&B Maintenance, were honored.



**Fostering DEI in Our Communities**

Our commitment to fostering DEI is intrinsic to our people-focused culture and is embedded in all our relationships. We strive to leverage our diverse talent and inclusive culture toward positive outcomes in our communities.

In August 2021, Huntington served as lead sponsor for the Classic in Columbus, a weeklong experience that featured educational, cultural, and entertainment events in our corporate hometown of Columbus and raised funds for HBCU scholarships and institutions of higher learning. Huntington participated in the College, Community, and Career Fair, led a financial education session, and hosted community leaders, student groups, and colleagues at the culminating event, an HBCU football game between Central State University and Kentucky State University.

Our involvement connects to our commitments through both our Community Plan to help tackle social, racial, environmental, and economic inequities, and our Social Equity Colleague Plan to attract diverse talent and celebrate culture and inclusion.

In December 2021, we hosted our first regional executive DEI forum in Minneapolis. Focused on small-business development, the session included a panel discussion about the racial and social equity disparities in the African American community in the Twin Cities and how the 50+ local business executives and community leaders in attendance can contribute to a more diverse and stronger community. In conjunction with the program, Huntington also made a financial contribution to the Minnesota Black Chamber of Commerce.



**PARTNERING WITH AND SUPPORTING DIVERSE SUPPLIERS**

In 2021, for the sixth consecutive year, we exceeded our goal of devoting at least 18% of our total spend with diverse suppliers. The acquisition of TCF, which was announced after our 2021 supplier diversity targets were set, helped Huntington reach record totals in diverse spend with tier 1 and tier 2 suppliers. Looking ahead, we are focused on increasing the number of diverse suppliers we work with and increasing our tier 2 program outreach efforts.

**THE ECONOMIC IMPACT OF OUR DIVERSE SPEND**

**\$472.4 million**

U.S. GDP contribution

**226**

diverse suppliers

**\$202.6 million**

supported wages

**21.3%**

total supplier diversity, exceeding our 18% goal

**3,675**

jobs supported

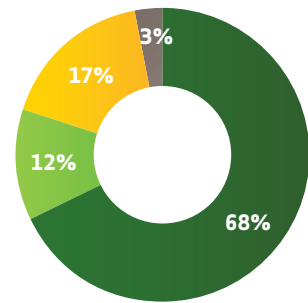
**\$272.8 million**

diverse spend

**\$154 million**

taxes generated

**2021 DIVERSE SPEND (tier 1)**



- minority suppliers
- woman suppliers
- veteran suppliers
- LGBT suppliers

We define a diverse supplier as a company that is at least 51% owned, controlled, and operated by a Minority; Woman; Veteran; Disabled; or Lesbian, Gay, Bisexual, or Transgender person. The business should have a current certification from one of the following: National Minority Supplier Development Council; Women's Business Enterprise National Council; National Gay Lesbian Chamber of Commerce; National Veteran-Owned Business Association; City, State, or National Government Agency.

We are committed to working with diverse suppliers and helping them grow. For example, in April 2021, Huntington teamed up with the Cleveland Cavaliers to present a Supplier Diversity Series, a three-session virtual conference to provide relevant information and guidance to minority- and woman-owned small businesses.

Attendees learned about tools and resources to help sustain and grow their businesses, as well as opportunities to engage with Huntington and the Cleveland Cavaliers. Huntington colleagues provided tips to help small business owners build their respective businesses and elevate their brand awareness.

Other 2021 supplier diversity outreach efforts included participating in a networking event for entrepreneurs hosted by the Michigan Economic Council and supporting racial justice initiatives with the Pittsburgh Community Reinvestment Group.



## OUR IMPACT

### 2021 External Vendor Partner Award Honoree: B&B Maintenance

B&B Maintenance, a minority-owned janitorial services business, was honored with the External Vendor Partner Award during Huntington's DEI awards virtual ceremony in November 2021. The company was recognized for helping Huntington create a positive economic impact in our communities and exceeding our service expectations.

B&B Maintenance adapted to meet our needs during the early days of the COVID-19 pandemic. The business has also grown its operations to coincide with Huntington's market expansion. In addition, we were able to help B&B Maintenance elevate its membership with the National Minority Supplier Development Council to the Corporate Plus level, offering nationwide exposure.



# Governance

Corporate Governance  
and Ethics

Enterprise Risk Management

Cybersecurity and  
Customer Privacy

## PROGRESS AT A GLANCE

Through adoption of best-in-class governance practices, our Board is leading with a positive and transparent “tone at the top.” Significant milestones include:

- A well-rounded Board of Directors representing a variety of skills, ages, tenures, and backgrounds;
- Ensuring best practices are followed for Director candidate searches, demonstrating our ongoing commitment to diversity;
- Integration of ESG considerations that are most important to our stakeholders into relevant committee agendas for meaningful discussion, awareness, and attention;
- Robust ESG disclosures, including disclosure of our EEO-1 data and assurance of our greenhouse gas (GHG) emissions reporting; and
- Prioritized investments in new technologies and colleague training to proactively protect our customers and their information.

# Corporate Governance and Ethics



We believe strong corporate governance and ethical business practices are critical to Huntington's long-term success. Every day, we strive to operate as a disciplined, trustworthy, and morally sound organization, and we are committed to continually enhancing our practices to ensure we create value for those we serve.

## CORPORATE GOVERNANCE STRUCTURE

Our Board of Directors and Executive Leadership Team (ELT) are committed to executing on the Company's long-term vision and aligning our strategic objectives with the interests of our stakeholders. Our Board members are accomplished leaders from diverse backgrounds, bringing the unique perspectives, skills, and experience necessary to provide effective oversight and drive continued success. Our Board sets the strategy, risk appetite, and ethical standards for the entire organization, and is responsible for conducting succession planning for the Chief Executive Officer (CEO) and other members of the ELT.

Under the Board's oversight, the ELT ensures our business and enterprise operate with high legal, ethical, and moral standards through clearly stated policies and procedures. ELT members are responsible for the implementation of the strategies set by the Board and for setting the tone for our culture of accountability. Additionally, the ELT ensures compliance with our standards and directs the Company's financial reporting and internal controls.

Each year, the Board evaluates its leadership organization to ensure it is best structured to provide oversight of the Company and execute against our strategic objectives. The

Board, which includes a strong Independent Lead Director and a combined Chairman and CEO role, complements Huntington's leadership structure by ensuring consistent internal and external communication of our strategic and business priorities. The Board has established, well-developed authority and duties for the Independent Lead Director position, providing balance and harmony with those of the Chairman and CEO. Additionally, the combined Chairman and CEO position reinforces accountability to all stakeholders regarding the Company's performance and risk management objectives.

In 2021, as part of our acquisition of TCF Financial Corporation (TCF), Huntington implemented an innovative Board leadership structure whereby Gary Torgow, TCF's prior Executive Chairman, assumed the Chairman position of The Huntington National Bank, a subsidiary of Huntington Bancshares Incorporated. In this role, Mr. Torgow continues to provide his deep institutional knowledge, business acumen, and leadership capabilities to the combined company. He actively supports Huntington's commercial business development activities and brings many impactful community relationships and strategic resources to his leadership position.

As of our 2022 Annual Meeting of Shareholders, our Board consisted of 15 Directors, 13 of whom are independent. Each Board committee is chaired by an independent Director who is equipped with the knowledge and expertise to effectively carry out the committee's responsibilities. In addition, the Audit, Human Resources (HR) and Compensation, Nominating and ESG (NESG), Risk Oversight, and Technology Committees consist entirely of independent Directors.

We have an active and engaged Board of Directors. During 2021, our Board held a total of 73 meetings (including full Board and committee meetings), with an average attendance of 98.5%.



### RECOGNITION FOR BEST-IN-CLASS GOVERNANCE

Huntington won the inaugural “best governance around a corporate transaction” award as part of *Corporate Secretary's* 2021 Corporate Governance Awards.



### OUR IMPACT

#### Aligning Our Board Committees with Stakeholder Priorities

Our Board has seven standing committees: Audit, Community Development, Executive, HR and Compensation, NESG, Risk Oversight, and Technology. In early 2022, we renamed two of our committees—HR and Compensation (previously Compensation) and NESG (previously Nominating and Corporate Governance)—to accurately reflect each committee's responsibilities, as well as the dedication of our Board to continue to focus on and make advancements in these specific areas:

- **HR and Compensation Committee:** Renamed to reaffirm the Committee's role in overseeing the development, implementation, and effectiveness of the Company's strategies and policies regarding human resources matters. This includes talent management and retention, succession planning, pay equity practices, and collaboration with the Community Development Committee on diversity, equity, and inclusion (DEI) practices.
- **NESG Committee:** Renamed to capture the important work already being executed by the Committee with respect to Board-level ESG oversight. As part of the update and in response to its most recent self-assessment, NESG Committee members are expected to dedicate even more time and resources to ESG matters going forward.





**BOARD ASSESSMENT, REFRESHMENT, AND SUCCESSION PLANNING**

Huntington’s Board believes that one of its most important responsibilities is identifying, evaluating, and selecting Director candidates. Ongoing Board refreshment is critical to overall Board effectiveness and alignment with our long-term strategy. Each year, the NESG Committee conducts a comprehensive Board assessment to evaluate the composition of the Board and assure that the necessary knowledge, skills, and experience are represented. Guided by our Independent Lead Director, the Board assessment process is designed to ensure that the Board and its committees are productively and efficiently fulfilling their duties and to shape the Board for Huntington’s continued success. For more on Huntington’s Board assessment process, see our [2022 Proxy Statement](#).

“Our Board is engaged, invested in, and deeply passionate about the long-term sustainability of our business. The Board understands our strategic approach to ESG is integral to Huntington’s success and our ability to create value for all our stakeholders.”



Jana Litsey, Senior Executive Vice President, General Counsel

As part of our succession planning process, we proactively plan for committee chair transitions by, whenever possible, incorporating overlap between the outgoing and incoming chairs to allow for knowledge sharing and an effective transition. Most recently, we implemented this strategy with Kenneth Phelan, who was appointed Co-Chair of the Risk Oversight Committee beginning January 1, 2022. At our 2022 Annual Meeting, Mr. Phelan became the sole Chair of the Committee following Steven Elliott’s retirement from the Board.

**HUNTINGTON BOARD OF DIRECTORS**



**FRONT ROW, L-R:** Roger J. Sit, Kenneth J. Phelan, Alanna Y. Cotton, David L. Porteous, Katherine M. A. (Allie) Kline, Richard W. Neu

**BACK ROW, L-R:** Stephen D. Steinour, Ann B. (Tanny) Crane, Jeffrey L. Tate, Gina D. France, Lizabeth Ardisana, Richard H. King, Robert S. Cubbin, Gary Torgow, J. Michael Hochschwender

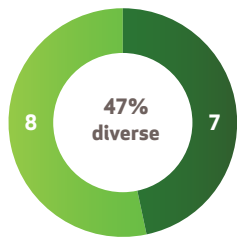
**Board Diversity**

Our Board is committed to maintaining a diverse group of Directors that brings unique and individual experiences, talents, and perspectives to the boardroom. As part of the Board refreshment process, the NESG Committee actively seeks candidates who possess diverse attributes with respect to gender, race, ethnicity, age, and experience. By ensuring our Board membership is diverse, our Directors set the tone at the top with respect to our commitment to fostering a diverse and inclusive workforce. As of our 2022 Annual Meeting, 47% of our Board members are diverse in terms of gender and racial/ethnic diversity.

To further demonstrate its commitment to diversity and to formalize the practices already in place, at the beginning of 2022, our Board amended Huntington's [Corporate Governance Guidelines](#) to adopt a version of the "Rooney Rule," which states that the NESG Committee will include highly qualified candidates who reflect diverse backgrounds (including diversity of gender, race, and ethnicity) in the pool from which nominees are chosen. Any third-party firms or consultants used to compile a pool of candidates are required to include a diverse slate.

**HUNTINGTON'S BOARD OF DIRECTORS AT A GLANCE\***

**GENDER & RACIAL/ETHNIC DIVERSITY**



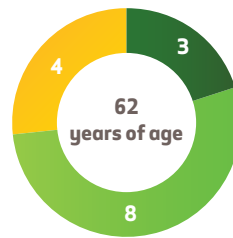
■ diverse  
■ not diverse

**AVERAGE TENURE**



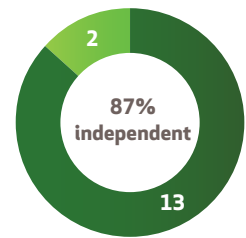
■ 0-4 years  
■ 5-10 years  
■ 11-18 years

**AVERAGE AGE**



■ 49-55 years of age  
■ 56-65 years of age  
■ 66-71 years of age

**INDEPENDENCE**



■ independent  
■ not independent

\* All data as of our 2022 Annual Meeting, which took place April 20, 2022.

**BOARD SKILLS, EXPERIENCE, AND DIVERSITY**

	Ardisana	Cotton	Crane	Cubbin	France	Hochschwender	King	Kline	Neu	Phelan	Porteous	Sit	Steinour	Tate	Torgow
<b>Skills and Experience</b>															
Audit/Financial Reporting	■		■	■	■	■			■		■	■	■	■	■
Client/Consumer Marketing, Branding & Communication	■	■	■				■	■					■		
Compensation & Human Capital Management	■	■		■	■	■	■	■	■	■	■	■	■	■	■
ESG	■	■			■	■	■	■	■		■	■	■	■	■
Financial Services		■	■	■	■		■	■	■	■	■	■	■	■	■
Government, Public Policy & Regulatory	■	■	■	■	■		■	■	■	■	■	■	■		■
Legal				■						■	■				
Public Company Executive				■			■	■	■	■			■	■	■
Risk Management	■			■	■				■	■	■	■	■	■	■
Strategic Planning/M&A	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Technology/Cybersecurity		■				■	■	■		■			■		
<b>Demographic Background</b>															
Independent	■	■	■	■	■	■	■	■	■	■	■	■		■	
Tenure (years)	5	2	11	5	5	5	<1	3	12	2	18	<1	13	<1	<1
Total Number of Public Company Boards	2	1	1	2	3	1	1	2	2	2	1	1	2	1	2
Age (years)	71	49	65	64	63	61	66	50	66	62	69	60	63	52	65
Gender (Male (M)/Female (F)/ Non-Binary (NB))	F	F	F	M	F	M	M	F	M	M	M	M	M	M	M
LGBTQ+															
<b>Race/Ethnicity</b>															
African American/Black		■												■	
Asian											■				
Hispanic or Latinx	■														
White			■	■	■	■	■	■	■	■	■		■		■

In addition to the self-identified skills and diversity attributes in the above matrix, Directors were asked to self-identify veteran status, disability status, and any foreign languages they speak fluently.

\* All data as of our 2022 Annual Meeting, which took place April 20, 2022.

**ABOUT OUR BOARD MEMBERSHIP**

All Directors are elected annually with a majority vote standard (in uncontested elections). Board member bios can be found on our [website](#), and committee membership, director compensation, and additional information are included in our [annual proxy statement](#).



**BOARD AND EXECUTIVE LEADERSHIP  
OVERSIGHT OF ESG ACTIVITIES**

The underlying behaviors that are core to our ESG journey—strong risk management, serving the needs of our stakeholders, and focusing on the long-term sustainability of our businesses—have been at the forefront of our Board and ELT efforts for many years.

Our ESG program is overseen by the Board’s NESG Committee, which meets regularly to ensure our ESG efforts are integrated into the strategic priorities of the Company. The Committee oversees Huntington’s efforts and communicates our progress with shareholders throughout the year, including through our annual ESG report. Our ESG performance management

framework ensures that ESG considerations that are most important to our stakeholders are integrated into relevant Board committee agendas for meaningful discussion, awareness, and governance actions. In fact, ESG is addressed by Board committees as relevant topics are raised. The ELT is accountable for executing the ESG ambition approved by the Board, including establishing and delivering on short- and long-term performance goals made public in our annual ESG report.

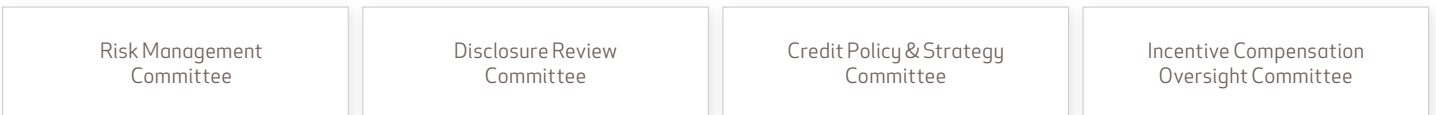
In addition, our dedicated workstreams and working groups are responsible for addressing specific ESG-related topics.

**HUNTINGTON’S CORPORATE GOVERNANCE STRUCTURE**

**BOARD OF DIRECTORS**



**EXECUTIVE LEADERSHIP TEAM**





**OUR IMPACT**

**Driving Ownership and Accountability**

Our Board is fundamentally aligned with shareholder interests. Huntington Directors and colleagues collectively represent one of the Company’s 10 largest shareholders, driving an ownership mentality throughout all levels of the organization.

Huntington’s compensation philosophy is to pay for performance that creates long-term shareholder value. Our executive compensation program utilizes performance-based compensation practices designed to drive profitable growth and returns that are risk-appropriate, while doing the right thing for our colleagues, customers, communities, and shareholders. We strive to make our executive compensation plans competitive and effective to attract, motivate, and retain the best leaders.

We require that executives own a significant amount of Company stock, which aligns their interest with shareholders. Our CEO leads by example through a stock ownership requirement at a market-leading 10x annual base salary. ELT members at the senior executive vice president level have an ownership guideline of 3x their salary, and all other ELT members have an ownership guideline of 2x their salary. Huntington’s Directors and Executive Leadership are prohibited from hedging and pledging their Company stock.

We use a broad, diverse group of incentive metrics across our annual and long-term incentive programs and have a

Recoupment Policy applicable to all incentive compensation for our colleagues. Incentive compensation awards are based on performance against the Company’s financial targets, with the HR and Compensation Committee retaining the ability to apply discretion to ensure proper alignment between pay and performance and to reinforce behaviors and values that contribute to the Company’s long-term success. For executives, this includes utilizing the People Leader Quotient (PLQ)\* to evaluate their performance on DEI metrics. This balanced focus is intended to encourage expected behaviors consistent with our Values in support of our Purpose.

Each executive has an annual target incentive opportunity under our management incentive plan, expressed as a percentage of their base salary. The specific threshold, target, and maximum opportunity for each executive is reflective of the executive’s role and competitive market benchmarks. Huntington’s governance policies are also designed to effectively manage incentive plan risk. We monitor our incentive compensation arrangements for colleagues to ensure a balanced approach to measuring success and strive to enhance our risk review based on developing best practices and regulatory changes.

For more on Huntington’s compensation programs, see the Compensation Discussion & Analysis section of our [2022 Proxy Statement](#).

\*Our PLQ leverages a combination of quantitative and qualitative measures and is intended to emphasize the actions and behaviors expected of leadership while making Huntington stronger through the development of our most important asset: our people. Dimensions of our PLQ include colleague engagement, culture and trust, development, retention, attraction, and community—all with a strong diversity, equity, and inclusion lens. In 2020, we introduced the PLQ for direct reports to the CEO and the next level of leaders (approximately 200 leaders total). At the start of 2021, PLQ goals were expanded to encompass a broader group of more than 2,000 people managers and leaders.

## EXECUTIVE LEADERSHIP-DRIVEN ENVIRONMENTAL GOVERNANCE

The ELT is responsible for executing our environmental performance management framework, which incorporates environmental governance, strategy, and operations grounded in the considerations most important to our stakeholders. As part of our commitment to address climate change, our efforts include regular evaluation of business opportunities to reduce our carbon footprint. The CEO and other members of the ELT provide strategic direction for our carbon footprint reduction and environmental programs, driving accountability throughout the organization.

Our General Counsel, Chief Technology & Operations Officer, and Chief Risk Officer, who all report directly to the CEO, are responsible for overseeing activities to reduce our climate-related impacts. Each leader provides guidance and oversight to their teams, who are directly responsible for measuring progress against our GHG emissions reduction targets, implementing initiatives to reduce our carbon footprint, evaluating climate-related risks and opportunities, and executing against our overall environmental strategy.

Our Chief Risk Officer is responsible for providing regular updates on risk management issues, including climate-related risk, to the Board's Risk Oversight Committee. In addition, our Chief Risk Officer leads our Global Risk Assessment Group, which is responsible for assessing the potential impacts of climate change, emerging threats, and broader trends related to climate risk and related environmental issues (read more in [Enterprise Risk Management](#)).

The Private Client Group & Regional Banking Director oversees investment management, including the development of ESG-focused portfolio offerings. The Commercial Banking Director oversees the Renewable Energy Finance Group, which is responsible for developing customized solutions for businesses innovating in the green technology market.

Read more about our approach to Environmental Governance in [Environmental Strategy](#).

## OUR DEEP COMMITMENT TO ETHICS AND INTEGRITY

At Huntington, we strive to do the right thing and are dedicated to acting with uncompromising integrity in all that we do. We recognize that every decision we make has the potential to impact our stakeholders. At all levels of the organization, we set the highest standards of honesty, fairness, and accountability—and we strive to live up to them. These standards are ingrained in our Purpose, supported by our Culture, and serve as the cornerstone for operating in the best interests of our customers, colleagues, shareholders, and communities. How we act as an organization is equally as important as the results we achieve.

Our [Code of Conduct and Ethics](#), which is reviewed and updated on an annual basis, outlines who we are and how we act. It serves as an ethical compass and a powerful guide to decision-making across the organization. The Code provides guidance and resources on the ethical behavior expected of all Huntington colleagues.

Upon hire and on an annual basis, all Huntington colleagues are required to complete online training and certification of the Code. Every colleague must comply with the principles and standards outlined in 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. 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.

We also adopted a Service Provider Code of Conduct that sets forth our expectations with respect to service providers. Read more about this Code on page 58 of this report.

Our Corporate Risk Management function includes a Conduct Risk Officer and supporting team that oversee and assess conduct risk and report semiannually to the Board's Audit and Risk Oversight Committees. Additionally, we have established a management-level Conduct Risk Committee, chaired by the Conduct Risk Officer, that meets regularly and whose membership includes the Chief Risk Officer, General Counsel, and Chief Human Resources Officer.



## REPORTING AND ADDRESSING CRITICAL CONCERNS

Our colleagues are empowered to ask questions or report suspected violations of the Code of Conduct and Ethics freely and without concern of retaliation. We maintain an open-door practice that encourages colleagues to approach any member of management or Human Resources with ethical questions or concerns. Colleagues may also report suspected misconduct or concerns through a variety of internal resources or utilize **Huntington's 24/7 Ethics Hotline (800-620-8601) and web portal**. To ensure anonymity, the Ethics Hotline is managed exclusively by a third-party vendor. We are committed to encouraging colleagues to raise any concerns and we will not tolerate retaliation or intimidation of whistleblowers.

Upon receipt of an Ethics Hotline complaint, a report is generated and distributed to a pre-defined list of senior executives, including General Counsel, Chief Risk Officer, Chief Auditor, Chief Human Resources Officer, and Conduct Risk Officer. Procedures are in place to also notify the Chair of the Board's Audit Committee if there is an allegation that relates to reliability of our financial statements. In 2021, we investigated 174 cases as a result of issues reported via our Ethics Hotline. For cases that allege wrongful conduct, Human Resources initiates an investigation, which results in a formal document summarizing the issue, outcome, and disciplinary action taken, if any. On a quarterly basis, a summary of wrongful conduct allegations, including any whistleblower concerns, are shared with the Board's Audit Committee and Risk Oversight Committee.

# Enterprise Risk Management



Our ability to protect the organization against the risks associated with ever-evolving market conditions is crucial to carrying out Huntington’s Purpose. Risk management is continuous and owned by everyone—from our Board and ELT to our nearly 20,000 colleagues. Our risk management policies, processes, and procedures span the organization to ensure comprehensive identification, measurement, monitoring, controlling, and reporting mechanisms.

Our approach to enterprise risk management relies on effective strategies, policies, frameworks, and procedures, supported by a strong governance structure. Our Risk Governance and Risk Appetite Framework serves as the foundation for consistent and effective risk management. It outlines our seven enterprise risk pillars, which guide our risk management approach. In serving the interests of our shareholders, customers, colleagues, and communities, as set forth in our Purpose, we are necessarily exposed to varying levels of inherent risk across these seven risk pillars.

## HUNTINGTON’S SEVEN RISK PILLARS





Annually, our Board reaffirms the Framework and the appropriate limits that guide our decisions and behaviors in pursuit of an aggregate moderate-to-low, through-the-cycle risk appetite.

Huntington’s efforts are subject to Board oversight and are updated through quarterly enterprise risk assessments. The Board’s Risk Oversight Committee is responsible for overseeing enterprisewide risk management activities. This includes periodic reviews of our policies and risk control infrastructure for all risk pillars. In addition, the concept of “everyone owns risk” is deeply rooted in our culture. Through our collaborative and accountable approach, our colleagues are engaged to align their decisions and behaviors with appropriate levels of risk.

We protect ourselves by structuring our risk management program across three lines of defense, which operate independently of each other, but together provide a comprehensive model for mitigating risks across our pillars. The first line comprises revenue-generating businesses and operational support groups, the second line is Corporate Risk Management, and the third line is Internal Audit and Credit Review. In this model, second-line Corporate Risk Management is fully independent and oversees risk-taking activity of first-line businesses, while third-line Internal Audit and Credit Review groups provide independent and objective assurance and report directly to the Board. All colleagues within Huntington’s centralized Corporate Risk Management group report to the Chief Risk Officer, who reports to the CEO and has direct access to the Board’s Risk Oversight Committee.

**RISK MANAGEMENT LINES OF DEFENSE**

**1** Our individual business segments are accountable for understanding and appropriately managing all the risks associated with their activities.

**2** Our Chief Risk Officer, corporate risk management, and credit administration oversee the Company’s risk-taking activities and assess risk independently of the business units.

**3** Our Internal Audit and Credit Review groups provide independent and objective assurance and report directly to the Board.

**CLIMATE RISK MANAGEMENT**

Huntington has taken meaningful steps to formalize our climate risk management practices and ensure that they are integrated into our existing, robust risk management program. Learn more in [Climate Risk](#).



## A GLOBAL VIEW OF RISK

As the degree of volatility and frequency of risk issues continue to grow, it is crucial that our efforts appropriately address these rising global concerns. Our Global Risk Assessment Group serves as our in-house “think tank” and is responsible for assessing the potential impacts of the ever-changing global, national, and regional economic and political landscapes, as well as emerging threats and broader disruption trends.

Through its comprehensive analysis and collaboration with the broader risk teams, this group seeks to understand the global enterprise risk management picture, identifying the “what-ifs,” potential risks, vulnerabilities, and associated impacts that are within Huntington’s purview. The global risks analyzed and assessed by the group are limited only by their potential impacts on the economy, our industry, and organization. Examples of recent topics addressed include, but are not limited to:

- Consumer sentiment cyclical implications
- Debt ceiling risk in perspective
- Energy price impact on the credit cycle
- Fintech industry risk
- How market trends will reinvigorate active management
- Impact of financed emissions on net zero and carbon neutrality initiatives
- Industrial production indications post-COVID cycle
- Inflation as an indication of recession risk
- Intermittency and global energy commodity risk
- Inventory indications of cyclical and recession risk
- Labor market observations and risk factors
- Mortgage-backed securities trends
- Retail headwinds and credit risk implications
- Student housing demand trends with credit risk impact

We utilize both third-party economic data and our own data to identify and develop indicators of sector-specific trends with implications that can be disseminated and integrated across the organization. The Global Risk Assessment Group regularly provides an array of meaningful resources to our leadership, including periodic dashboards reflecting economic trends, alerts on emerging issues and the potential risks they represent, and deeper assessments of evolving political, social, and economic risks.

## OUR IMPACT

### Employee Risk Training and Awareness

Huntington’s extensive training resources are available to all colleagues and include a variety of topics, including risk management. These resources contain a series of required risk management courses on topics such as: Fair and Responsible Banking; Bank Secrecy Act/Anti-Money Laundering (BSA/AML); Reporting Wrongful Conduct; and Risk Management at Huntington. Completion of these courses is mandatory for all full-time, part-time, and contract colleagues, and we track this to ensure compliance.



**MANAGING THIRD-PARTY RISKS**

Critical to aligning Huntington's risk profile with our core business strategies and overall risk appetite is the management of our third-party relationships across the organization. We maintain clearly defined third-party standards that are reflective of our culture of reliability and accountability, and regularly conduct risk evaluations of our third parties. This approach ensures a high standard of ethical and legal compliance among our partner base, as well as alignment with industry best practices.

Our Third-Party Risk Management Committee provides centralized oversight and governance associated with third-party relationships to ensure the risks associated with our relationships are within acceptable parameters. The Committee relies on our relationship managers in each business segment to measure, monitor, and report the key risk and performance indicators we require of our third parties. The Committee also administers our Third-Party Relationships Risk Management Policy, which sets the guiding principles and requirements applicable to our third-party risk management process.

Our established Third-Party Risk Management Framework is used to identify, measure, manage, mitigate, and monitor risks associated with third-party relationships. This process includes:

- Planning for the use and ongoing risk assessment and/or risk management of third-party relationships and alignment with Huntington's strategy;
- Approval and/or oversight of the third-party risk framework;

- Due diligence and ongoing monitoring tools and reference materials for third-party relationships;
- Contract management expectations for executed agreements;
- Performance management and ongoing monitoring;
- Exit strategy and termination processes;
- Reporting structure, including defined exception and escalation process;
- Risk reporting; and
- Independent reviews.

Essential to the success of our third-party risk management efforts is the administration of our dedicated Service Provider Code of Conduct. The Code outlines our expectations in six key areas:

- Ethical business practices
- Labor and human rights
- Health and safety
- Diversity
- Environmental responsibility
- Privacy and confidentiality

Service providers must abide by all applicable federal, state, and local laws, rules, and regulations while ensuring that all services are delivered with a high degree of professionalism and in accordance with the terms and conditions of the relationship. Colleagues and service providers may also call Huntington's 24-hour Ethics Hotline if they believe an affiliate has breached the Code.

**MANAGING RISK THROUGHOUT THE LIFE CYCLE OF OUR SERVICE PROVIDERS**

**PLANNING**

**DUE DILIGENCE**

**CONTRACT NEGOTIATION**

**ONGOING MONITORING**

**TERMINATION**

# Cybersecurity and Customer Privacy



Huntington is critically focused on the safety, security, and privacy of our customers and colleagues. As the physical and digital spaces within the banking industry continue to evolve and converge, we seek to adapt to and accelerate forward-thinking innovation by following industry best practices, incorporating new data privacy standards, and evaluating and integrating emerging technologies.

## AN INTEGRATED APPROACH

Huntington takes a unified approach to security, bringing together the disciplines of cybersecurity, fraud prevention, and physical security under our Chief Security Officer. This approach strengthens our visibility into potential threats and allows us to prevent, recognize, and respond to attacks quickly.

### CYBERSECURITY

Cybersecurity focuses on protecting the confidentiality, integrity, and availability of Huntington systems, networks, and information from digital attacks.

### FRAUD PREVENTION

Fraud prevention utilizes a variety of manual and automated systems, as well as consumer education and support, to protect the Company and its customers from loss and optimize the banking experience.

### PHYSICAL SECURITY

Physical security includes corporate oversight of crime prevention, crisis management, threat management, protective and flight operations, quality assurance, and environmental health and safety measures.

At the Board level, the Risk Oversight Committee and Technology Committee provide oversight of our efforts to maximize customer and colleague safety. Our Chief Security Officer provides quarterly updates to the Technology Committee on security matters. At the management level, our ELT and Risk Management Committee provide oversight of the Technology & Operations Risk Committee, which is a working group tasked with managing our technology and operations risk profile.

We continue to utilize the Huntington Security Threat Dashboard to assess risk across the institution. The goal of the dashboard is to evaluate external cyber and physical threats that can impact, or have impacted, Huntington’s customers, colleagues, business processes, or buildings. The dashboard monitors the threat level to operational areas of the business, as well as geographically relevant risks in the case of physical security. Risks are then ranked on separate scales for both physical and cybersecurity, ranging from low to high, or in the case of cybersecurity, from guarded to critical in nature. For each level of increased threat, actions are prescribed in several predetermined categories, including:

- Additional levels and coordination of situational monitoring;
- More frequent and data-intensive reporting;
- Increased outreach and coordination with data providers; and
- Potential response actions.

### OUR APPROACH TO CYBERSECURITY

At Huntington, we consider cyber threats and data breaches to be top risks for our organization, and we continue to make significant investments in our cybersecurity programs and resources. This enables a proactive approach that allows Huntington to:

- 1. Prioritize our efforts:** We utilize a rigorous prioritization process to evaluate our cybersecurity initiatives relative to the risk reduction they provide, how they fit into our overall domain, and how we can leverage partnerships with our Technology and Privacy Teams to maximize risk mitigation; and
- 2. Be agile:** We continuously evaluate and adjust our cybersecurity activities based on the evolution of the threat environment, and we consider several factors that include the likelihood a given risk will come to fruition, applicability to our technology environment, the mitigation value of various control options, and the most effective application of both our human and technology resources.

We recognize the importance of maintaining strong foundational capabilities, which we balance with the need to continue investing in innovative technologies to ensure we are best positioned in an ever-evolving cyber threat landscape. We have not experienced any material losses or other material consequences relating to technology failure, cyberattacks, or other information or security breaches.



### OUR IMPACT

#### Ensuring Crisis Preparedness

Huntington’s Enterprise Incident Management Team is a cross-functional group of subject matter experts that monitors geopolitical events and critical infrastructure incidents to:

- Update and coordinate our security posture; and
- Conduct appropriate contingency planning for potential impacts to Huntington.

In light of ongoing geopolitical tensions, we revisited and socialized our cyber crisis incident response playbooks and communication plans to ensure alignment across our teams and colleagues. We also took a detailed look at our technology environment to identify opportunities and further enhance our security environment.

We have engaged with peers, industry groups, and key vendors around the cyber threat landscape. In addition, our business continuity plans are designed to support the resiliency of our business in the face of disruption.

We employ a set of in-depth defense strategies, which include efforts to make us less attractive as a potential target. We also invest in threat analytics to bolster our rapid detection and response capabilities and conduct regular system testing, vulnerability scans, data collection, and colleague training. Huntington's Information Security Program supports corporate compliance with applicable federal and state regulations, the Federal Financial Institutions Examination Council (FFIEC) Examination Guidance, and industry-accepted security standards such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework and SP 800-53 control families, which are at the forefront of cybersecurity guidelines for federal agencies in the U.S.

We conduct information security risk audits and penetration testing of Huntington networks, both on an ongoing basis and through more agile, iterative means, testing specific elements of our evolving threat detection and protection capabilities. We utilize several internal teams, as well as third parties, to conduct these operations.

**OUR IMPACT**

**Creating Opportunities for Advancement in Security**



In November 2021, our internal security organization launched a colleague-driven engagement program called Security Mentor Connect, which provides development and exposure opportunities for Huntington colleagues. We anticipate this program will enhance colleague skill development, engagement, collaboration, and satisfaction across the security organization. To date, we have matched more than 150 colleagues with mentors.



“Security Mentor Connect is a natural extension of our core value of looking out for people. We believe in the value of investing in our talent and that if our colleagues are engaged in their careers and future, they will be better equipped to assist customers.”

**Michelle Tucker**, Vice President, Security Outreach Manager



**2021 CYBERSECURITY PROGRESS AND MILESTONES**

**New Technologies Proactively Protect Customers:**

We prioritized several investments in behavioral security tools. These tools help detect unauthorized attempts to originate new accounts on behalf of legitimate customers or access their existing accounts. In addition, we continue to improve the ability for customers to monitor their accounts and identify fraudulent transactions through proactive alerting of suspicious activity.

**Business Enablement:** We continued to maximize agility in our workflows, moving away from a traditional “waterfall approach” to quality assurance, control, and development. This shift creates a continuously integrated development environment in which security teams can align more closely with product development processes and deliver capabilities in a more iterative, timely manner.

**Ransomware Protection:** As an ongoing focus at Huntington, we have spent significant time enriching our protections against potential ransomware attacks. We employ strategies for threat prevention, detection, mitigation, and recovery in the event of an incident. We have continued to deploy new technologies and methods to help provide increased protection, including enhanced malware filtering and segmentation strategies for mitigation, as well as several automated backup strategies.

**Enhanced Training:** We continued to utilize a robust set of cybersecurity training content, both internally for Huntington colleagues, as well as for individuals, businesses, and nonprofit partners. Colleagues received new training content through simulations, internal messages, podcasts, and live programs covering topics such as phishing and socially engineered attacks.

**Microsoft Information Protection:** Our internal Data Protection Team implemented Microsoft Information Protection (MIP) to help increase protection of potentially sensitive information. MIP provides a set of unified capabilities to understand and protect data across a broad suite of enterprise applications, storage sites, devices, and third-party cloud providers.

These efforts are ongoing as we are continuously enhancing our security capabilities, systems, and practices.

### CLOSING THE CYBERSECURITY TALENT GAP

Cybersecurity professionals continue to be a growing need for the banking industry. We remain committed to doing our part to close the talent gap by facilitating education and outreach, as well as providing scholarships to catalyze access to technical education. Additionally, we are focused on setting specific, measurable hiring goals in partnership with our DEI team to increase representation of under-resourced populations among our workforce. In 2021, our efforts included:

- **Support for The Ohio State University’s Institute for Cybersecurity and Digital Trust:** Huntington will provide \$50,000 over a three-year commitment to help build and develop interest and focused learning opportunities for cybersecurity throughout Central Ohio.
- **EmpoWE-R Scholarship:** Huntington has made a \$10,000 donation toward the EmpoWE-R Women of Information Security (InfoSec) scholarship fund. EmpoWE-R was formed to celebrate and empower women in the InfoSec industry. It strives to create an inclusive environment for members to come together to connect with like-minded individuals, learn about the industry, network with others, and grow professionally and personally—while finding mentorship and friendship along the way.
- **Per Scholas Security+ Scholarship:** Huntington partnered with Per Scholas to fund its inaugural Security+ Certificate training program, which upskills diverse individuals looking to obtain a role in the cybersecurity profession. The certificate helps candidates build a career in cybersecurity by providing baseline skills necessary to perform core security functions. Through our funding, the training will be provided at no cost to the participant.
- **The Ohio State University Cyber Club “Capture-the-Flag” event:** Huntington was a Silver Sponsor at this annual event where participants competed in security-themed challenges, such as cryptography, reverse engineering, web exploitation, and binary exploitation. This event raised awareness of Huntington’s summer internship program for more than 500 participating teams. In addition, the Cybersecurity Team was afforded the opportunity to engage with the students through an interactive tech talk focusing on penetration testing of web applications.



### OUR APPROACH TO PRIVACY

Huntington demonstrates its “forward thinking” mission by deepening our understanding of customers to provide meaningful, valuable products and services. We, however, must also “look out for people” by safeguarding the personal information given to us. To strengthen our privacy efforts and promote trust among our stakeholders, Huntington is committed to:

- Informing customers about what personal information we collect, why we collect it, what we do with it, and with whom we share it;
- Giving customers requisite control over when and how we share their personal information or allowing them to restrict our ability to use their personal information for marketing purposes;
- Provide eligible customers with the ability to access and delete the personal information we hold;
- Providing customers with requisite updates when we change our public-facing privacy notices and policies; and
- Informing customers when their personal information is breached and providing credit monitoring services where appropriate.

Huntington’s Chief Privacy Officer oversees our Privacy Compliance Team. This team assesses and enhances Huntington’s privacy program, works with business partners to evolve and implement proper controls, builds relationships across the organization, and integrates our privacy goals with other strategic functions.

As part of Huntington’s commitment to privacy, we continue to maintain strict controls over how personal information is processed across the organization. Huntington integrates the ethical use of data into its governance practices to inspire and maintain the trust of our customers. In 2021, we engaged a third-party data privacy partner to provide us new tools to assist in our privacy maturation.

**2021 PRIVACY PROGRESS AND MILESTONES**

We completed a robust audit of people, processes, and technologies impacting our privacy practices in 2021, along with several targeted risk assessments that we conduct on an ongoing basis. We worked with colleagues to integrate data privacy considerations throughout product development and reviewed vendors to understand and mitigate privacy risk.

Additionally, we updated our privacy training for colleagues, adding content and refreshing subject matter where appropriate. We will continue to mature training to emphasize the importance of privacy and promote privacy awareness among colleagues.

Through the TCF acquisition, we added new geographic regions to Huntington, including Canada, New Zealand, and Australia, and assessed the applicability and impact of privacy laws and regulations of those jurisdictions. A complete listing of applicable privacy laws with which we comply can be found in the Appendix.

**LEGISLATIVE UPDATES**

We continue to monitor and analyze the legislative landscape in the U.S. and beyond. Domestically, the California Privacy Rights Act (CPRA) is scheduled to take full effect in January 2023. Not only does the CPRA modify existing rights, but it also introduces many new expectations, including:

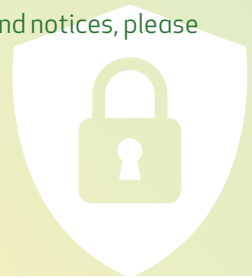
- Providing eligible individuals with the right to correct the personal information held by businesses;
- Requiring businesses to adopt principles of data minimization, purpose limitation, and storage limitation; and
- Providing eligible individuals with the right to restrict the use of sensitive personal information.

**OUR COMMITMENT TO PRIVACY**

Huntington is committed to the core concepts of privacy: transparency, access, and control. More specifically, we are committed to transparency for our customers by providing them with meaningful information about our personal information processing activities. Further, we provide customers with meaningful access and control over the personal information we hold. Our public-facing privacy policies and notices outline these commitments, which we review regularly and update as necessary. These public-facing commitments can be found here:

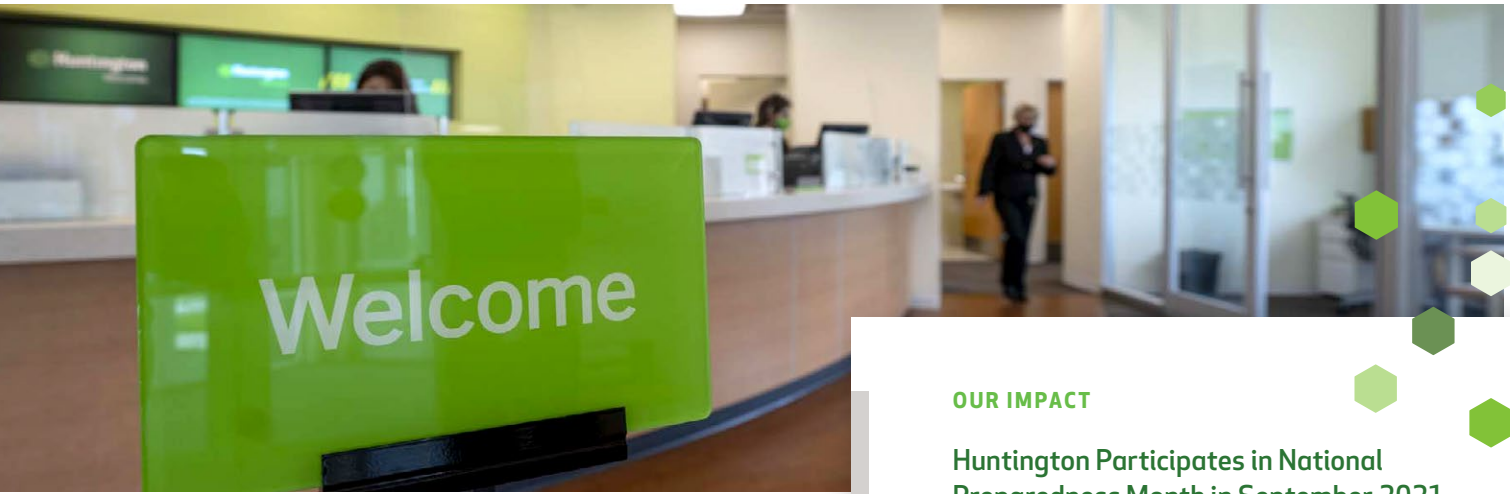
- [U.S. Consumer Privacy Notice](#)
- [Online Privacy Policy](#)
- [State Data Privacy Rights Notice](#)

For a listing of our privacy policies and notices, please see the [Appendix](#).



Although we do not have a physical footprint in California, aspects of our business are required to comply with the CPRA and the California Consumer Privacy Act for our customers who reside in California. We also recognize the changing regulatory landscape and that other states have passed or may soon adopt similar legislation. Therefore, we have put our own compliance measures in place, and we continue to monitor industry trends to ensure we are prepared for future legislative requirements. Our State Data Privacy Rights Notice supplements our long-established privacy notices (including our U.S. Consumer Privacy Notice). As with all our privacy policies and notices, we continuously evaluate and update them on an as-needed basis.





### WORKPLACE SAFETY AND SECURITY

Providing a safe and secure environment for colleagues and customers is one of our highest priorities. Measures we take to ensure compliance with the Bank Protection Act of 1968 and rules promulgated thereunder include:

- Designation of a Chief Physical Security Officer
- Procedures and training for all colleagues
- Security devices and equipment

Our Chief Physical Security Officer is responsible for overseeing physical security, crime prevention, crisis management, threat management, protective and flight operations, quality assurance, environmental health and safety measures, and our Security Operations Center (SOC). Additionally, the Chief Physical Security Officer provides regulatory compliance oversight of opening and closing procedures, asset protection plans, and emergency response plans. The Chief Physical Security Officer reports to the Chief Security Officer.

In 2021, we implemented several measures to bolster our workplace safety and security capabilities, including:

- Shifting our Physical Security Team from a centralized reporting structure to a regional security management model, supported by and aligned with the Physical Threat Management Team. This new model enhances our ability to detect, monitor, and mitigate threats to colleagues and customers, while providing an increased level of support to each region and strengthening relationships with key constituencies such as local law enforcement agencies;
- Conducting a comprehensive security survey of our branch network to evaluate physical security control structures currently in place and assist in the implementation of our centralized reporting structure;

### OUR IMPACT

#### Huntington Participates in National Preparedness Month in September 2021

National Preparedness Month is a collaborative effort to raise awareness of the importance of preparing for disasters and emergencies and to ensure colleagues have the tools and resources needed to keep themselves, their families, and their fellow colleagues safe. In 2021, our Security Communications and Outreach Team hosted a variety of interactive events during the month and leveraged multiple channels to publish content on preparedness topics, including the importance of emergency plans, building preparedness kits, preparing for disaster, and social resilience.

- Introducing a Quality Assurance Team to support all aspects of our security operations. This team provides objective performance feedback on required compliance material, performance, and error reporting. It also provides feedback to functional leaders. The ELT and Board receive monthly reports that include thorough analyses of any issues that may arise, recommendations for best-practices alignment, and other valuable quality assurance metrics;
- Investing in significant upgrades to our SOC, adding seasoned security professionals and law enforcement veterans with deep experience in personal and property protection;
- Consolidating our Executive Protection and Aviation Operations functions under our Security Operations department, alongside our enhanced SOC; and
- Launching our Threat Fusion Center, which brings together cyber, security, and various threat intelligences and subject matter expertise under one umbrella to analyze and link potential risks to the Company across multiple disciplines.

**PROCEDURES AND TRAINING FOR ALL COLLEAGUES**

From day one, safety and security are key components of colleague training. Online training and Welcome sessions are provided to full-time, part-time, and contract colleagues throughout the year, as well as mandatory annual training on topics relating to robbery, workplace violence prevention, active shooter situations, emergency preparedness and response, and workplace safety. All branches conduct emergency response plan training, and we offer American Red Cross first aid, cardiopulmonary resuscitation, and automated external defibrillator certification. Our processes and procedures include regular tabletop exercises with our crisis and emergency response teams and various public safety agencies, and our facilities hold evacuation and shelter-in-place mandatory drills.

To strengthen our programs, we introduced several tailored training modules and resources in 2021, including:

- Conducting training and tabletop exercise sessions for the Consumer and Business Banking Branch Leadership and Infectious Disease and Pandemic Response Teams;
- Developing a program overview for the Executive Crisis Team pandemic response; and
- Conducting training and exercises to enhance protest response and security for the Corporate Crisis Management Response Teams.

Additionally, shifting to a regional approach to security management allows for more in-branch incident response training and utilization of enhanced security measures such as access control vestibules. We continue to maintain and develop robust plans, processes, and procedures to assist in the avoidance, mitigation, and recovery from potential hazards. This includes our:

- **Visual Command Center**, which was added to the Threat Management, SOC, and EP Teams, enhancing social media threat awareness and providing a unified all-hazards situational awareness picture;
- **Branch Incident Response Plan (BIRP)**, which is an “all-hazards” plan aligned with national standards and best practices. The plan includes flowcharts and event aids for all incidents and provides the Incident Commander with information to respond to, stabilize, and terminate an emergency. In 2021, we enhanced the BIRP by adding water-loss and water outage protocols, as well as difficult customer scenarios;

- **Critical Facility Emergency Response Plan**, which is designed for our non-retail locations and is similar to the BIRP;
- **Colleague Emergency Preparedness Guide**, a convenient resource that provides colleagues with vital fire, safety, security, crime prevention, and emergency preparedness information; and
- **Infectious Disease Plan**, which is designed to prepare for, mitigate, respond to, and recover from a pandemic event. The plan includes protocols for social distancing, proper personal protective equipment, workspace strategies, and decontamination of work locations. Our plans follow best practices from the U.S. Centers for Disease Control and Prevention and other benchmarked public health agencies.

**RESPONSE TRAINING BY THE NUMBERS**

**99.9%**

of colleagues trained in emergency response procedures

**22,455**

hours of cybersecurity training consumed by colleagues, including 93 different courses

# Appendix

This Appendix is provided as a supplement to Huntington's 2021 ESG report. To enable the main report and the Appendix to be used together, we have organized both components into four sections: Economic, Environmental, Social, and Governance. In general, information that is important to our ESG strategy and how we operate the business is addressed in the respective sections of the main report. Information that satisfies only regulatory requirements and specific requests is addressed in this Appendix. In addition, the Appendix contains links to a wide variety of key policies, charters, guidelines, codes, fact sheets, and other related disclosures and documentation, as well as our SASB and TCFD indices.



## ECONOMIC

### FAIR AND RESPONSIBLE BANKING

#### Financial Education

- [Credit Education](#)
  - Introduction to Credit Scoring
  - FICO® Score Basics
  - How the FICO® Works
  - Financial Health Management
  - Credit Inquiries and Their Effect on Your FICO® Score
  - Myths Concerning FICO® Score
  - Glossary of Credit Terms
- [Small Business Calculators](#)
- [Small Business Resources](#)

### HUNTINGTON'S ONLINE GUARANTEE TO OUR CONSUMER CUSTOMERS

In the event a problem arises with any transactions in Online Banking or Bill Pay, we have committed to our consumer customers:

1. We will replace funds that were not authorized to be removed from the customer's account through Huntington Bill Pay when the customer notifies us in a timely manner.
2. We will send our customers' payments on time, every time. If an online banking transfer or bill payment is not sent on the date you've requested, and you are charged a late fee as a result, we'll take care of it for you (as long as you schedule your payments on time with available funds, enter the correct information and comply with the terms of our [Online Services Agreement](#)).

## OUR APPROACH TO LENDING

### Commitment to Serving Our Communities

Huntington supports the markets and communities it serves in a responsible manner, endeavoring to contribute to an environment of economic stability and purposeful growth. Huntington will not discriminate against any person on a prohibited basis including: race, color, religion, national origin, sex, marital status, age, disability, the fact that applicant's income is derived from public assistance, or the fact that the applicant has in good faith exercised any right under the Consumer Credit Protection Act or any state law upon which an exemption has been granted by a credit bureau. We underwrite all credit applications in an impartial, consistent manner based on the type of credit request, within an aggregate moderate-to-low credit risk appetite.

### Credit Risk Management

We recognize the risks and concerns inherent in our lending practices, and that certain portfolios carry higher levels of risk. Huntington has established product and industry concentration limits that are recommended by the Bank's management-level Credit Policy and Strategy Committee and approved by the Board-level Risk Oversight Committee. These concentration limits are designed to create a well-diversified credit portfolio consisting of high-quality Consumer and Commercial loans and are monitored by the Credit Administration team, who ultimately report to the Chief Risk Officer. Product and industry portfolio exposures are measured each quarter and reported to the Board's Risk Oversight Committee to ensure those exposures remain within risk tolerances.

Various colleagues within the Commercial, Consumer and Business Banking, Vehicle Finance, and Private Client Group segments of the Bank meet regularly with Credit Administration to discuss updated industry information or other topical issues related to Huntington's aggregate moderate-to-low risk appetite. Further, emerging risks are closely monitored, representing a standing agenda item for the monthly meeting of the Credit Policy and Strategy Committee. Finally, our colleagues participate in regular training designed to reinforce compliance with our stated aggregate moderate-to-low risk appetite and related rules and regulations.

As part of our risk management process for commercial and business borrowers within certain industries, we utilize industry-specific lending and credit underwriting teams,

which have a broad and deep understanding of these industries and their environmental and social impacts. For Consumer borrowers, we utilize a combination of factors to determine ability to repay and the appropriateness of the product for the borrower's circumstances.

Consistent with our enterprise risk management structure, our credit risk management process is built upon three lines of defense. The first line of defense (e.g., relationship managers and other line of business personnel) owns and manages the risks we face in our day-to-day operations, including the application of heightened underwriting standards for certain industries, where applicable.

The second line of defense (e.g., credit executives, BSA/AML personnel) assesses risk and oversees the risk-taking activities of the first line of defense. Second line of defense associates need to concur with the first line's assessment of risk before a transaction can move forward to approval.

The third line of defense (e.g., internal audit and credit review) performs independent reviews and assessments of risk management practices of the first and second lines of defense. Our portfolios are examined on a regular basis to ensure compliance with existing loan and monitoring policies. In the event the third line of defense determines that an action plan must be established to mitigate an identified risk or operational issue, the first and second lines of defense, as appropriate, are tasked with developing and executing the plan within a given timeframe. The third line of defense monitors and audits the actions taken to ensure the risk has been appropriately mitigated.

### Environmental

Regardless of business segment, commercial loans secured by real estate must obtain adequate environmental due diligence that, when evaluated, identifies the environmental risk issues (or the potential thereof) associated with the collateral. Both the Huntington Real Estate Technical Services group and the Environmental Risk Team are involved in evaluating potential environmental concerns, assessing the level of risk, and interpreting the policy to assist in the mitigation of risk. This includes requirements for enhanced due diligence, which can include the completion of an environmental questionnaire, a government records search, or an environmental site assessment. The extent of due diligence required is based on the risks identified during the underwriting process and the loan value.

### Know Your Customer

A banking relationship with Huntington is established only after the identity of a potential customer is satisfactorily determined in accordance with the Anti-Money Laundering Program Policy and the Customer Identification Program, including the U.S. Treasury Department's Office of Foreign Assets Control (OFAC) standards. In accordance with our High-Risk Customer Policy, Huntington will conduct business only with customers that it reasonably believes to be of good reputation and, through proper and thorough due diligence, believes to have acquired their source of funds and will derive ongoing income through legitimate means.

### Consumer Lending Focus

Our consumer lending strategy focuses on prime and super-prime customers. Per our policy, we do not originate subprime loans.

### HUNTINGTON'S NATIONAL COMMUNITY ADVISORY COUNCIL

- Broderick Williams, The Home Ownership Center of Greater Cincinnati Inc., Cincinnati, OH
- Christopher Alvarado, Slavic Village Development, Cleveland, OH
- Ernest Hogan, Pittsburgh Community Reinvestment Group, Pittsburgh, PA
- Hector Hernandez, Southwest Economic Solutions, Detroit, MI
- Inna Kinney, Economic & Community Development Institute, Columbus, OH
- Jesse Van Tol, National Community Reinvestment Coalition, Washington, DC
- John Taylor, National Community Reinvestment Coalition, Washington, DC
- Kim Dempsey, Housing Partnership Network, Detroit, MI
- Kimberly Cutcher, Toledo Local Initiatives Support Corporation, Toledo, OH
- Malcolm J. Costa, Akron Summit Community Action, Inc., Akron, OH
- Mary Skeens, CommunityWorks in West Virginia, Inc., Charleston, WV
- Raul Raymundo, Resurrection Project, Chicago IL
- Ravi Yalamanchi, INFIN, Inc., Detroit, MI
- Stephen Torsell, Homes on the Hill Community Development Corporation, Columbus, OH
- Steven J. Budd, CityWide Development Corporation, Dayton, OH

- Thomas Fitzgibbon, Neighborhood Housing Services of Chicago, Inc., Chicago, IL
- Toree Stokes, Mustard Seed Development Center, Akron, OH
- William Farnsel, Neighborhood Housing Services of Toledo, Inc., Toledo, OH

## ENVIRONMENTAL

### ENVIRONMENTAL REPORTING

Huntington recognizes that a healthy, sustainable future requires environmental stewardship, and commits to increasing our environmental performance and reducing our carbon footprint. Led by the CEO and executive management, we make this commitment as a natural extension of the corporate values our colleagues embody in their everyday actions. Read more in our [Environmental Policy Statement](#) and [Climate Risk Policy Statement](#).

### CDP Public Participation

Huntington is a committed participant in [CDP\\*](#), a global initiative that allows us to track and submit data toward managing our environmental impact.

### Greenhouse Gas Reporting Methodology and Assurance

To calculate and verify our carbon footprint, Huntington contracted Heapy Engineering, a third-party engineering firm, to calculate our greenhouse gas (GHG) emissions and Energent Solutions, a third-party consulting firm, to validate the findings. Energent Solutions did a thorough review of the final spreadsheet calculations to ensure the spreadsheet was functional. No issues were found that would compromise the integrity of the data.

The following standards were used to calculate Huntington's GHG emissions:

- Defra Voluntary 2017 Reporting Guidelines
- Energy Information Administration 1605B
- IPCC Guidelines for National Greenhouse Gas Inventories, 2006
- The Climate Registry: General Reporting Protocol
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- U.S. EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources

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## SOCIAL

## COLLEAGUE EXPERIENCE

[Careers at Huntington](#)

## 2021 REQUIRED COLLEAGUE TRAININGS

## All Colleagues

- BSA/AML Annual Training 2021
- Colleague Handbook Acknowledgement 2021
- Cybersecurity Essentials 2021
- Cybersecurity Smishing 2021
- Cybersecurity Vishing 2021
- Data Protection at Huntington 2021
- Identifying Phishing Emails 2021
- My Role in Emergency Preparedness
- Preventing Discrimination and Harassment California 2021
- Preventing Discrimination and Harassment Canada Colleague 2021
- Preventing Discrimination and Harassment Canada Manager 2021
- Preventing Discrimination and Harassment Canada Manager French 2021
- Preventing Discrimination and Harassment Canada Season Finale 2021
- Preventing Discrimination and Harassment Canada Season Finale French 2021
- Preventing Discrimination and Harassment Connecticut 2021
- Preventing Discrimination and Harassment for CA Colleagues 2021
- Preventing Discrimination and Harassment for Canada Colleagues French 2021
- Preventing Discrimination and Harassment for Colleagues 2021
- Preventing Discrimination and Harassment for CT Colleagues 2021
- Preventing Discrimination and Harassment for DE Colleagues 2021
- Preventing Discrimination and Harassment for IL Colleagues and Managers 2021
- Preventing Discrimination and Harassment for Managers 2021
- Preventing Discrimination and Harassment for NY 2021
- Preventing Discrimination and Harassment for WA Colleagues 2021
- Preventing Discrimination and Harassment Season Finale 2021
- Preventing Discrimination and Harassment Skills Application 2021
- Preventing Discrimination and Harassment Training Matters 2021
- Preventing Workplace Violence 2021
- Reporting Wrongful Conduct Supervisor Edition
- Risk Management at Huntington 2020
- Social Media at Huntington

## Segment Dependent

- Advertising Compliance for Mortgage Loan Originators
- BSA/AML Compliance Training for HIC Colleagues - 2021
- BSA/AML Compliance Training for HSI - 2021
- BSA/AML for Bankers 2021
- BSA/AML for Lenders 2021
- BSA/AML for Tellers 2021
- Compliance for Business Banking
- Consumer Loan Servicing 2021
- Consumer Reporting: A Regulatory Overview
- Default Servicing Regulatory Requirements Real Estate Secured
- Deposit Compliance 2021
- Fair and Responsible Banking 2021
- Fair Lending 2021
- Getting to Know Wire Transfers
- Hacksplaining - Broken Access Control
- Hacksplaining - Buffer Overflows
- Hacksplaining - Clickjacking
- Hacksplaining - Command Execution
- Hacksplaining - Cross-site Request Forgery
- Hacksplaining - Cross-site Scripting
- Hacksplaining - Denial of Service Attacks
- Hacksplaining - Directory Traversal
- Hacksplaining - DOM-based XSS
- Hacksplaining - Email Spoofing
- Hacksplaining - File Upload Vulnerabilities
- Hacksplaining - Information Leakage
- Hacksplaining - Lax Security Settings
- Hacksplaining - Logging and Monitoring
- Hacksplaining - Malvertising
- Hacksplaining - Open Redirects
- Hacksplaining - Password Mismanagement
- Hacksplaining - Privilege Escalation
- Hacksplaining - Session Fixation
- Hacksplaining - SQL Injection
- Hacksplaining - Toxic Dependencies

- Hacksplaining - Unencrypted Communication
- Hacksplaining - User Enumeration
- Hacksplaining - Weak Session IDs
- Hacksplaining - XML Bombs
- Hacksplaining - XML External Entities
- Hacksplaining - XSS Reflected
- Introduction to Third Party Risk Management
- Loan Compliance 2021
- Loan Compliance for MLOs
- Operations Compliance Overview Module 1: Protecting Customers - UDAAP, Privacy and Red Flags 2021
- Operations Compliance Overview Module 2: Loan Payments & Credit Report Disputes 2021
- Operations Compliance Overview Module 3: Deposit Accounts 2021
- Overdrafts at Huntington
- Real Estate Secured Business Lending 2021
- Regulation B: Notification Requirements
- The Volcker Rule at Huntington: Proprietary Trading & Covered Funds Compliance
- Third Party Risk Management
- TRID Assessment Centralized Closing 2021
- TRID Assessment Closing 2021
- TRID Assessment Consumer HLA 2021
- TRID Assessment HomeSavers 2021
- TRID Assessment Lending Tree 2021
- TRID Assessment MLO 2021
- TRID Assessment Mortgage HLA 2021
- TRID Assessment Post Closing 2021
- TRID Assessment Underwriting 2021
- Understanding Regulation R

## GOVERNANCE

### CORPORATE GOVERNANCE

#### Board of Directors

As of December 31, 2021, the [Huntington Bancshares Incorporated Board of Directors](#) consisted of 17 directors, 15 of whom are independent directors. Directors serve one-year terms, and no person shall be nominated or elected a director after having attained the age of 72 years, subject to waiver in certain exceptional circumstances. Biographical details are disclosed for all directors on our website. Board committee membership, director compensation, and additional information are disclosed in the [annual proxy statement](#).

#### Regulatory Compliance

Critical banking laws that we adhere to, where applicable, include, but are not limited to:

- [National Bank Act of 1864\\*](#)
- [Federal Reserve Act of 1913\\*](#)
- [An Act to Amend the National Banking Laws and the Federal Reserve Act\\*](#)
- [Banking Act of 1933\\*](#)
- [Banking Act of 1935\\*](#)
- [Federal Deposit Insurance Act of 1950\\*](#)
- [Bank Holding Company Act of 1956\\*](#)
- [Financial Institutions Supervisory Act of 1966\\*](#)
- [International Banking Act of 1978\\*](#)
- [Financial Institutions Regulatory and Interest Rate Control Act of 1978\\*](#)
- [Depository Institutions Deregulation and Monetary Control Act of 1980\\*](#)
- [Garn-St Germain Depository Institutions Act of 1982\\*](#)
- [Competitive Equality Banking Act of 1987\\*](#)
- [Financial Institutions Reform, Recovery, and Enforcement Act of 1989\\*](#)
- [Crime Control Act of 1990\\*](#)
- [Federal Deposit Insurance Corporation Improvement Act of 1991\\*](#)
- [Housing and Community Development Act of 1992\\*](#)
- [RTC Completion Act\\*](#)
- [Riegle Community Development and Regulatory Improvement Act of 1994\\*](#)
- [Riegle-Neal Interstate Banking and Branching Efficiency Act of 1994\\*](#)

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- [Economic Growth and Regulatory Paperwork Reduction Act of 1996\\*](#)
- [Gramm-Leach-Bliley Act of 1999\\*](#)
- [Sarbanes-Oxley Act of 2002\\*](#)
- [The Check Clearing for the 21st Century Act\\*](#)
- [Fair and Accurate Credit Transactions Act of 2003\\*](#)
- [The Federal Deposit Insurance Reform Act of 2005\\*](#)
- [Financial Services Regulatory Relief Act of 2006\\*](#)
- [The Housing and Economic Recovery Act of 2008\\*](#)
- [Emergency Economic Stabilization Act of 2008\\*](#)
- [Helping Families Save Their Homes Act of 2009\\*](#)
- [Dodd-Frank Wall Street Reform and Consumer Protection Act\\*](#)
- [Fair Credit Reporting Act of 2003\\*](#)

**Code of Business Conduct and Ethics**

[Code of Business Conduct and Ethics](#)

**Board Committee Charters**

The following Board of Directors’ Committee Charters establish the purpose, membership, duties, and responsibilities for each of the Board committees.

- [Audit Committee Charter](#)
- [Community Development Committee Charter](#)
- [Human Resources and Compensation Committee Charter](#)
- [Executive Committee Charter](#)
- [Nominating and ESG Committee Charter](#)
- [Risk Oversight Committee Charter](#)
- [Technology Committee Charter](#)

**Corporate Governance Guidelines**

[Corporate Governance Guidelines](#)

**Financial Code of Ethics for Chief Executive Officer and Senior Financial Officers**

In addition to the Code of Business Conduct and Ethics, the Chief Executive Officer, Chief Financial Officer, Corporate Controller, and Principal Accounting Officer are bound by the additional provisions set forth in our [Financial Code of Ethics](#) relating to ethical conduct, conflicts of interest, and compliance with law. The provisions of the Financial Code of Ethics provide for the full, fair, accurate, timely, and understandable disclosure of financial performance and other material information.

**Independent Auditor**

[2022 Proxy Statement](#)

Huntington engaged PricewaterhouseCoopers LLC as an independent registered public accounting firm.

NON-AUDIT FEE RATIO	2021
Non-audit fees	16.7%
Audit fees	\$9,614,388
Audit-related fees	\$673,000
<b>Total auditor fees</b>	<b>\$12,353,628</b>

**Investor Relations Policy**

Huntington is committed to providing timely, accurate, and complete information consistent with legal and regulatory requirements, to enable orderly and fair trading of its securities in the marketplace. The [IR Disclosure Policy and Analyst Access Policy](#) sets forth the guiding principles and requirements applicable to Huntington’s public disclosures.

The policy outlines analyst/investor access standards to Company representatives to assure equitable access, as much as is practically possible given Company resource constraints, and so that analysts/investors can have realistic expectations regarding the nature, frequency, and breadth of such Company representative access.

**Recoupment Policy**

The [Recoupment Policy](#) sets forth the guidelines for possible recoupment or clawback of incentive compensation in appropriate situations to the extent permitted (or required) by law and by the Company’s plans, policies, and agreements. This policy dictates the situations that shall trigger a review, which generally involves behaviors or actions outside the bounds of the Company’s overall risk appetite and governance structure.

**Adherence to Federal Laws**

Huntington supports and complies fully with the U.S. Bank Secrecy Act of 1970 and its anti-money laundering provisions. Employees receive anti-money laundering training annually. All employees also are required to undergo training on avoiding facilitation of tax evasion and terrorist financing. The most at-risk employees are required to undergo enhanced training.

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Huntington also complies with the requirements of the U.S. Patriot Act of 2001, which requires financial institutions to develop a customer identification program that implements procedures to:

- Collect identifying information about customers opening an account;
- Verify that the customers are who they say they are;
- Maintain record of the information used to verify their identity; and
- Determine whether the customer appears on any list of suspected terrorists or terrorist organizations.

Huntington guards faithfully against customers who might use its services to conduct criminal acts and works diligently to identify clients or beneficial owners who make unusual transactions. The Huntington Bank Secrecy Act and Anti-Money Laundering Group monitors customer transactions to identify suspicious activity and reports any such activity to law enforcement.

Huntington’s Customer Due Diligence Program identifies, measures, monitors, controls, and manages customer risk in alignment with the U.S. Bank Secrecy Act and the USA Patriot Act. Huntington won’t do business with anyone whose funds it believes have been acquired unlawfully or illegitimately or who it believes has been convicted of a crime involving misappropriation of funds, terrorist activity, drug or human trafficking, or money laundering.

**CYBERSECURITY AND CUSTOMER PRIVACY**

**Commitment to Customer Security and Privacy**

Huntington’s commitment to customer security and privacy is reflected in its Online Privacy Policy, which is publicly available and complies with the Cybersecurity Information Sharing Act. Huntington also complies with Title V of the Gramm-Leach-Bliley Act, which requires financial institutions to notify customers of privacy policies and practices, and inform them of the conditions under which their personal information may be disclosed to nonaffiliated third parties.

- [Privacy & Security](#)
- [Telemarketing Policy](#)
- [Privacy Notice](#)
- [Online Privacy Policy](#)
- [Security Commitment](#)

**Customer Protection Education & Tips**

- [Understanding Phishing](#)

- [Improving Password Habits](#)
- [Online Banking Security](#)
- [Debit & Credit Card Security](#)
- [Online Safety Tips](#)
- [Online Safety Tips for Business](#)
- [Common Types of Frauds & Scams](#)
- [Sign Up for Fraud Alerts](#)
- [How to Monitor Your Accounts & Information](#)
- [How to Report Fraud or Suspicious Activity](#)
- [What to Do If Your Identity is Compromised](#)
- [Smartphone Security Tips](#)
- [Wire Fraud Scams](#)
- [Safe Shopping Tips](#)

**GOVERNMENT RELATIONS**

**Company Contributions**

Huntington does not use corporate funds, either directly or indirectly, for election-related contributions to political candidates, political parties, or candidate committees, including super PACs or independent expenditure committees. Huntington contributes on occasion to local/state issue and levy campaigns that support the interests of our communities and the Company. These contributions are made infrequently, and when made, are publicly reported in alignment with Company policy and applicable law, and approved by senior management independent of individual political beliefs.

DESIGNATION	POLITICAL COMMITTEE	CAUSE	AMOUNT
Columbus, OH	Opportunity City PAC	Issue 7 Ballot Initiative	\$10,000
<b>Total</b>			<b>\$10,000</b>

**Oversight and Management**

All political activities conducted by or on behalf of the Company are managed by Huntington’s Government Relations department. The group is led by the Chief Public Affairs Officer, who is responsible for the department’s policies, activities, and legal compliance; and the group reports to Huntington’s Senior Executive Vice President and General Counsel. Moreover, the group is subject to the oversight of the Community Development Committee of the Board of Directors. Huntington maintains policies and processes intended to ensure that all public affairs activities are conducted in accordance with those policies and applicable legal limits. Huntington colleagues are also bound

by the bank's code of conduct and ethics, which aligns with the Bank Bribery Amendments Act of 1985 and the U.S. Foreign Corrupt Practices Act. Huntington's Employee Handbook instructs colleagues about the policy, which prohibits employees from giving anything of value to foreign officials or political candidates in order to obtain or keep business. Colleagues are asked to acknowledge their understanding of this policy annually, and the General Counsel reports violations of the policy to the Board annually.

Huntington's practice also aligns with Congressional rules that ban the purchase of all meals, gifts, entertainment, or travel for members of Congress, the Executive Branch, and their staffs. Every January and July, Huntington requires its colleagues to acknowledge the bank's practice for complying with the Honest Leadership and Open Government Act and to make all reports required under the law.

### Political Action Committee Contributions

HBI-PAC, Huntington's political action committee, makes bipartisan campaign contributions in compliance with local, state, and federal election laws. All HBI-PAC funds are voluntary donations from eligible colleagues. No corporate funds are contributed to HBI-PAC. The Company's political action committees are overseen by a PAC board of directors, administered by Government Relations department staff, and managed in compliance with applicable local, state, and federal laws, as well as Huntington's mission, vision, and values. HBI-PAC contributions are publicly available in HBI-PAC's [2021 Contribution Report](#), on the [U.S. Federal Election Commission website\\*](#) (Committee ID: C00165589), and on the websites of respective state election authorities. Visit [Huntington's Government Relations webpage](#) for more information.

### Corporate Income Taxes

In 2021, Huntington incurred \$294 million of federal, state, and local income taxes, all of which was incurred in the United States.

### Supplier Management

[Supplier Management Policy](#)

[Service Provider Code of Conduct](#)

[Purchase Order Terms and Conditions](#)

### Legal Standards for Huntington Suppliers

Huntington endeavors to have suppliers:

- Include in their Huntington contracts to abide by the Office of Foreign Asset Control regulations governing terrorist financing and to follow all other federal laws and regulations that prohibit doing business with entities listed by the U.S. Department of the Treasury as Specially Designated Nationals and Blocked Persons.
- Comply with U.S. Immigration laws and rules, regulations, and guidelines in allowing non-U.S. citizen employees to perform work on behalf of the bank. Suppliers must follow all applicable laws governing background and professional reference checks and drug testing, including the Immigration Reform and Control Act of 1986 and the Fair Credit Reporting Act, and rules and regulations under the Office of Foreign Asset Control, the Terrorist Watchlist and the Excluded Parties List System.
- Verify that representatives who work at Huntington facilities or have access to confidential business or customer information have not been convicted of certain specified crimes.
- Have a formal training program for those engaged in marketing, sales, delivery, servicing, and providing goods and services, including training in anti-money laundering regulations, the Bank Secrecy Act, the Consumer Financial Protection Act, and other relevant laws and regulations.
- Agree to be subject to federal regulatory oversight specific to the banking industry and to internal operating controls and security processes at any Huntington location where they perform services. They agree to encrypt all sensitive and confidential information that is sent over a public network or transported on an external storage device.
- Have in place a written risk management program associated with outsourcing or subcontracting their work to third parties, including technology service providers and vendors. Huntington does annual risk assessments for high-risk suppliers and every three years for moderate-risk suppliers. Huntington provides an annual third-party risk management report to the board's Risk Oversight Committee, the Risk Management Committee, and the Technology Committee.

\*By clicking this link, you will leave huntington.com and go to a site Huntington doesn't control. Different privacy and security practices may apply.

# Sustainability Accounting Standards Board (SASB) Index

The index below includes SASB standards for the Financial Sector that we have determined to be most relevant for our business: Commercial Banks and Consumer Finance. All disclosures are based on Version 2018-10 of the SASB standards. Unless otherwise noted, all data and descriptions apply to our entire enterprise and are as of or for the year ended December 31, 2021.

For additional information about the firm’s financial performance, please refer to the firm’s quarterly earnings




materials as well as quarterly and annual reports on Form 10-Q and Form 10-K, respectively.

Certain information is not disclosed within the index below because that information (i) is not considered material or is privileged or confidential; (ii) could cause a competitive disadvantage to our business if publicly disseminated; or (iii) is not currently collected in a manner wholly correlative with the related SASB metric.

## REPORTING STATUS

Fully reporting  Partially reporting  Not reported 

### COMMERCIAL BANKS

SASB CODE	ACCOUNTING METRIC	REPORTING STATUS	RESPONSE
<b>Data Security</b>			
FN-CB-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of account holders affected		(1) We have not experienced any material losses or other material consequences relating to technology failure, cyber attacks, or other information or security breaches. (2) Not currently disclosed (3) Not currently disclosed
FN-CB-230a.2	Description of approach to identifying and addressing data security risks		2021 ESG Report, pp. 99-103: “Cybersecurity and Customer Privacy”
<b>Financial Inclusion &amp; Capacity Building</b>			
FN-CB-240a.1	(1) Number of loans outstanding qualified to programs designed to promote small business and community development (2) Amount of loans outstanding qualified to programs designed to promote small business and community development		2021 ESG Report, p. 30: “2021 Small-Business Lending Highlights” and “Active Microfinance Loans in 2021” 2021 ESG Report, p. 33-34: “First-Year Progress in Implementing Our Community Plan” and “Community Development Loans and Investments 2019-2021” <a href="#">2021 Form 10-K</a> , p. 24: Overall CRA discussion (including Outstanding rating) Community Reinvestment Act Performance Evaluation: <a href="http://www.huntington-ir.com/main/public_disclosure.pdf">http://www.huntington-ir.com/main/public_disclosure.pdf</a> As of 12/31/21, Huntington’s small and medium-sized enterprise loans outstanding were approximately \$7.4 billion.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX - CONTINUED

COMMERCIAL BANKS - CONTINUED

SASB CODE	ACCOUNTING METRIC	REPORTING STATUS	RESPONSE
FN-CB-240a.2	(1) Number and (2) Amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development		(1) Not disclosed (2) Not disclosed
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers		Not disclosed
FN-CB-240.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers		In 2019, Huntington community lenders facilitated 174 homebuyer education and financial literacy classes with 62 nonprofits, serving nearly 2,000 potential homeowners. Due to COVID-19 and changes in the program, comparable numbers are not available for 2020 and 2021.
<b>Incorporation of Environmental, Social, and Governance Factors in Credit Analysis</b>			
FN-CB-410a.1	Commercial and industrial credit exposure, by industry		<a href="#">2021 Form 10-K</a> , p. 60: Table 7 - Loan and Lease Portfolio by Industry Type
FN-CB-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis		2021 ESG Report, pp. 107-108: "Our Approach to Lending"
<b>Business Ethics</b>			
FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations		<a href="#">2021 Form 10-K</a> , pp. 162-163: Footnote 22 "Commitments and Contingent Liabilities, Litigation and Regulatory Matters"
FN-CB-510a.2	Description of whistleblower policies and procedures		2021 ESG Report, p. 94: "Reporting and Addressing Critical Concerns"
<b>Systemic Risk Management</b>			
FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category		Not relevant, Federal Reserve has deemed Huntington a Category IV bank (various Fed CCAR disclosures)
FN-CB-550a.2	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities		<a href="#">2021 Form 10-K</a> , pp. 17-19: "Enhanced Prudential Standards," "Capital Planning and Stress Testing," and "Stress Buffer Requirements"  <a href="#">Basel III Regulatory Capital Disclosures</a> (12/21/21), p. 6: "Capital Adequacy"
SASB CODE	ACTIVITY METRIC	REPORTING STATUS	RESPONSE
FN-CB-000.A	(1) Number and (2) Value of checking and savings accounts by segment: (a) personal and (b) small business		(1a) 4,254,774 consumer checking accounts; 1,844,821 consumer savings accounts  (1b) 435,132 business banking checking accounts; 30,880 business banking savings accounts  (2a) \$27,547,507,110 consumer checking account average balance; \$18,981,643,495 consumer savings account average balance  (2b) \$17,520,067,186 business banking checking account average balance; \$661,231,474 business banking savings account average balance

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX - CONTINUED

COMMERCIAL BANKS - CONTINUED





SASB CODE	ACTIVITY METRIC	REPORTING STATUS	RESPONSE
FN-CB-000.B	(1) Number and (2) Value of loans by segment: (a) personal, (b) small business, and (c) corporate		(1a) 2 million personal loans (1b) \$49.6 billion outstanding in personal loans (2a) 79,000 business loans (2b) \$8.7 billion in business loans (3a) 164,000 corporate loans (3b) \$53.5 billion in corporate loans

CONSUMER FINANCE

SASB CODE	ACCOUNTING METRIC	REPORTING STATUS	SOURCE
<b>Customer Privacy</b>			
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes		2021 ESG Report, p.103: "Our Commitment to Privacy"
FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy		<a href="#">2021 Form 10-K</a> , pp. 162-163: Footnote 22 "Commitments and Contingent Liabilities, Litigation and Regulatory Matters"
<b>Data Security</b>			
FN-CF-230a.1	(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of account holders affected		(1) We have not experienced any material losses or other material consequences relating to technology failure, cyber-attacks, or other information or security breaches. (2) Not currently disclosed (3) Not currently disclosed
FN-CF-230a.2	Card-related fraud losses from (1) Card-not-present fraud and (2) Card-present and other fraud		(1) 2021 ESG Report, pp. 99-103: "Cybersecurity and Customer Privacy" (2) N/A
FN-CF-230a.3	Description of approach to identifying and addressing data security risks		2021 ESG Report, pp. 99-103: "Cybersecurity and Customer Privacy"
<b>Selling Practices</b>			
FN-CF-270a.1	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold		<a href="#">2022 Proxy Statement</a> , pp. 77, 79-80, 84, 85, and 99-101 Code of Business Conduct and Ethics and Recoupment Policy: <a href="https://www.huntington.com/About-Us/corporate-governance">https://www.huntington.com/About-Us/corporate-governance</a>
FN-CF-270a.2	Approval rate for (1) Credit and (2) Pre-paid products for applicants with FICO scores above and below 660		Not currently disclosed
FN-CF-270a.3	(1) Average fees from add-on products, (2) Average APR, (3) Average age of accounts, (4) Average number of trade lines, and (5) Average annual fees for pre-paid products, for customers with FICO scores above and below 660		Not currently disclosed

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX - CONTINUED

## CONSUMER FINANCE - CONTINUED

SASB CODE	ACCOUNTING METRIC	REPORTING STATUS	SOURCE
FN-CF-270a.4	(1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB), (2) percentage with monetary or nonmonetary relief, (3) percentage disputed by consumer, (4) percentage that resulted in investigation by the CFPB		Not currently disclosed
FN-CF-270a.5	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products		<a href="#">2021 Form 10-K</a> , pp. 162-163: Footnote 22 "Commitments and Contingent Liabilities, Litigation and Regulatory Matters"
SASB CODE	ACTIVITY METRIC	REPORTING STATUS	SOURCE
FN-CF-000.A	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account		(1) 387,078 (2) N/A
FN-CF-000.B	Number of (1) credit card accounts and (2) pre-paid debit card accounts		(1) 402,104 (2) N/A

# Task Force on Climate-related Financial Disclosures (TCFD) Index

This index references Huntington’s disclosures in this report pertaining to the Task Force on Climate-related Financial Disclosures (TCFD) recommended disclosure pillars.

Certain information is not disclosed within the index below because that information (i) is not considered material or







is privileged or confidential; (ii) could cause a competitive disadvantage to our business if publicly disseminated; or (iii) is not currently collected in a manner wholly correlative with the related TCFD disclosure.

## REPORTING STATUS

Fully reporting  Partially reporting  Not reported 





DISCLOSURE	REPORTING STATUS	RESPONSE
<b>Governance</b>		
Describe the board’s oversight of climate-related risks and opportunities.		p. 46: “Environmental Policies and Oversight” pp. 48-49: “Huntington’s Environmental Governance Structure” and “Engaging with the Board on Climate and Other Environmental Matters” p.91: “Board and Executive Leadership Oversight of ESG Activities” p. 93: “Executive Leadership-Driven Environmental Governance”
Describe management’s role in assessing and managing risks and opportunities.		p. 46: “Environmental Policies and Oversight” pp. 48-49: “Huntington’s Environmental Governance Structure” and “Engaging with the Board on Climate and Other Environmental Matters” p. 91: “Board and Executive Leadership Oversight of ESG Activities” p. 93: “Executive Leadership-Driven Environmental Governance”
<b>Strategy</b>		
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.		pp. 45-46: “Environmental Strategy” p. 47: “TCFD Implementation Plan and Progress” pp. 59-61: “Developing Huntington’s Climate Risk Capabilities and Expertise,” “Climate-related Credit Decisioning Tools,” and “Climate-related Risk Examples”
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.		pp. 45-46: “Environmental Strategy” p. 47: “TCFD Implementation Plan and Progress” pp. 59-61: “Developing Huntington’s Climate Risk Capabilities and Expertise,” “Climate-related Credit Decisioning Tools,” and “Climate-related Risk Examples” pp. 62-63: “Climate Finance”
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		pp. 45-46: “Environmental Strategy” p. 47: “TCFD Implementation Plan and Progress” pp. 59-61: “Developing Huntington’s Climate Risk Capabilities and Expertise,” “Climate-related Credit Decisioning Tools,” and “Climate-related Risk Examples”

**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX - CONTINUED**

DISCLOSURE	REPORTING STATUS	RESPONSE
<b>Risk Management</b>		
Describe the organization's processes for identifying and assessing climate-related risks.		p. 47: "TCFD Implementation Plan and Progress" pp. 59-61: "Developing Huntington's Climate Risk Capabilities and Expertise," "Climate-related Credit Decisioning Tools," and "Climate-related Risk Examples"
Describe the organization's processes for managing climate-related risks.		p. 47: "TCFD Implementation Plan and Progress" pp. 59-61: "Developing Huntington's Climate Risk Capabilities and Expertise," "Climate-related Credit Decisioning Tools," and "Climate-related Risk Examples"
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		p. 47: "TCFD Implementation Plan and Progress" pp. 59-61: "Developing Huntington's Climate Risk Capabilities and Expertise," "Climate-related Credit Decisioning Tools," and "Climate-related Risk Examples"
<b>Metrics and Targets</b>		
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.		p. 56: "2021 Energy Efficiency Performance" p. 56: "2021 Greenhouse Gas Emissions Performance"
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		p. 51: "Environmental Performance Summary" p. 56: "2021 Greenhouse Gas Emissions Performance"
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		p. 51: "Progress on Our Environmental Sustainability Strategy"



## ADDITIONAL DISCLOSURES

 The Huntington National Bank is an Equal Housing Lender and Member FDIC.  Huntington®,  Huntington, 24-Hour Grace®, Asterisk-Free Checking®, Huntington Heads Up®, TCF, TCF logo,  Huntington, Welcome®, We're for People®, Money Scout®, Standby Cash®, and Huntington Lift Local Business® are federally registered service marks of Huntington Bancshares Incorporated. \$50 SAFETY ZONE™, Savings Goal Getter™, Welcome™, and Bienvenidos™ are service marks of Huntington Bancshares Incorporated. Third-party logos and product, service, business, and program names are trademarks and/or service marks of their respective owners. VA loans require a VA certificate of eligibility. Huntington is not acting on behalf of, or at the direction of, the VA, FHA, the USDA, or the Federal Government.

The objectives, plans, targets, and commitments contained within this report are aspirational; as such, we make no guarantees or promises that they will be achieved or successfully executed. Furthermore, the data, statistics, and metrics included in this report are nonaudited estimates and are not necessarily prepared in accordance with generally accepted accounting principles (GAAP). This report uses certain terms including those that GRI or SASB refer to as "material" to reflect the issues or priorities of Huntington or its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities or other laws or as used in the context of financial statements and reporting.

### Caution Regarding Forward-Looking Statements

This report contains certain forward-looking statements, including, but not limited to, certain plans, expectations, goals, projections, and statements, which are not historical facts and are subject to numerous assumptions, risks, and uncertainties. Statements that do not describe historical or current facts, including statements about beliefs and expectations, are forward-looking statements. Forward-looking statements may be identified by words such as expect, anticipate, believe, intend, estimate, plan, target, goal, or similar expressions, or future or conditional verbs such as will, may, might, should, would, could, or similar variations. The forward-looking statements are intended to be subject to the safe harbor provided by Section 27A of the Securities Act of 1933, Section 21E of the Securities Exchange Act of 1934, and the Private Securities Litigation Reform Act of 1995.

While there is no assurance that any list of risks and uncertainties or risk factors is complete, below are certain factors which could cause actual results to differ materially from those contained or implied in the forward-looking statements: changes in general economic, political, or industry conditions; the magnitude and duration of the COVID-19 pandemic and related variants and mutations and their impact on the global economy and financial market conditions and our business, results of operations, and financial condition; uncertainty in U.S. fiscal and monetary policy, including the interest rate policies of the Federal Reserve Board; volatility and disruptions in global capital and credit markets; movements in interest rates; reform of LIBOR; competitive pressures on product pricing and services; success, impact, and timing of our business strategies, including market acceptance of any new products or services including those implementing our "Fair Play" banking philosophy; the nature, extent, timing, and results of governmental actions, examinations, reviews, reforms, regulations, and interpretations, including those related to the Dodd-Frank Wall Street Reform and Consumer Protection Act and the Basel III regulatory capital reforms, as well as those involving the OCC, Federal Reserve, FDIC, and CFPB; the possibility that the anticipated benefits of the transaction with TCF are not realized when expected or at all, including as a result of the impact of, or problems arising from, the integration of the two companies or as a result of the strength of the economy and competitive factors in the areas where Huntington does business; and other factors that may affect the future results of Huntington. Additional factors that could cause results to differ materially from those described above can be found in Huntington's Annual Report on Form 10-K for the year ended December 31, 2021, and in our subsequent Securities and Exchange Commission ("SEC") filings, which are on file with the SEC and available in the "Investor Relations" section of our website, <http://www.huntington.com>, under the heading "Publications and Filings."

All forward-looking statements speak only as of the date they are made and are based on information available at that time. Huntington does not assume any obligation to update forward-looking statements to reflect circumstances or events that occur after the date the forward-looking statements were made or to reflect the occurrence of unanticipated events except as required by federal securities laws. As forward-looking statements involve significant risks and uncertainties, caution should be exercised against placing undue reliance on such statements.





## CONTACT HUNTINGTON

### **Investor Relations**

[Huntington.Investor.Relations@huntington.com](mailto:Huntington.Investor.Relations@huntington.com)

### **Environmental, Social, and Governance Office**

[Corporate.Responsibility@huntington.com](mailto:Corporate.Responsibility@huntington.com)

### **Media Relations**

[Huntington.Communications@huntington.com](mailto:Huntington.Communications@huntington.com)

### **Customer Service**

1.800.480.BANK (2265)



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