

## **Huntington Bancshares Incorporated (HBI)**

### **Environmental Health and Safety Policy Statement**

Huntington Bancshares Incorporated (“Huntington,” “we,” “us,” “our”) is committed to doing what is right for our customers, colleagues, communities, and shareholders. We look out for our colleagues’ health and safety, both inside and outside of our workplaces, through our Environmental Health and Safety Program and comprehensive employee benefits programs. As explained below, our commitment to environmental health and safety is reflected in the standards to which we align, our compliance with applicable health and safety regulations, our approach to governance, corporate guidance documents, formalized procedures, colleague training, and employee benefits programs.

This policy statement applies to Huntington’s U.S.-based colleagues.

### **Environmental Health and Safety (“EHS”) Program**

Huntington’s EHS Program is developed by our Environmental Health and Safety team to protect our colleagues, customers, buildings, and the environment.

#### **Overview**

- The EHS Program is a resource for Huntington and serves as an internal consultant for leaders, managers, and colleagues.
- The EHS team and program enhance and support other complementary programs, such as risk management, physical security, and enterprise resiliency.
- EHS team members maintain professional certifications and qualifications in areas of safety, hazardous material management, fire and life safety, and other related fields.
- Huntington uses internal and external expertise to prevent and manage potential occupational health issues including mold, noise, indoor air quality, and ergonomics.

#### **Governance**

- We have a dedicated EHS team within our Physical Security group, which is part of our Fraud and Security Business Unit within the Corporate Operations business segment.
- The EHS team facilitates the Safety Working Group, which is comprised of representatives from across Huntington. The Safety Working Group includes Insurance, Real Estate & Facilities, Legal, Retail, Risk, Physical Security, Communications, and Sustainability. Other partners are invited on an ad hoc basis to ensure that all interested parties participate in decision-making. The Safety Working Group’s objective is to support enterprise-wide initiatives for safety, occupational health, and environmental management.

- The EHS Program document outlines our systematic approach to managing EHS-related matters. It also outlines our internal governance structure whereby the Safety Working Group can escalate matters to internal committees as necessary.
- HBI Board's Risk Oversight Committee oversees this program, with governance implemented through ROC-1201, the Physical Security Corporate Policy.

#### Commitment to Compliance and Industry Best Practices

- Huntington's EHS Program is designed to meet applicable requirements established by the Occupational Safety and Health Administration, Environmental Protection Agency, Department of Transportation, Department of Health, and state, provincial, and local authorities.
- Huntington's EHS Program also incorporates applicable consensus standards and industry best practices established by the National Institute of Occupational Safety and Health, ISO 45001, American Council of Government Industrial Hygienists, National Safety Council, American National Standards Institute Z10, Federal Emergency Management Agency, National Fire Protection Association, and others.

#### Colleague Training

- The EHS team has performed an analysis across job roles to identify EHS training needs.
- Huntington requires training for all colleagues, at the time of hire and annually, on health and safety topics, including:
  - My Role in Emergency Preparedness
  - Workplace Safety
  - Preventing Discrimination and Harassment
  - Preventing Workplace Violence
  - Maintaining a Safe, Productive, and Professional Work Environment
- We conduct specialized safety training for specific hazards unique to individual occupations and situations, including training on X-ray machine operation and safety, fire extinguisher inspections, safe driving strategies, home office ergonomics, home safety, volunteer safety, and workplace safety.
- We provide subject matter expert-led training as well as on the job training to address position- or colleague-specific needs.
- We provide awareness and guidance for colleagues outside of the work environment on topics such as emergency response preparedness, home office ergonomics, and personal safety and security while working remotely.
- We create individualized emergency evacuation plans for colleagues who self-identify as requiring assistance in emergencies.

#### Day-to-Day EHS Program Management

- We follow a systematic three-step approach to evaluate and eliminate hazards:
  - First, we prioritize prevention or elimination of the hazard.
  - Next, we use workplace controls to manage the hazard.

- Finally, we then require personal protective equipment use for colleagues exposed to a hazard.
- We have evaluated all job positions to identify the associated hazards and their controls for inclusion in training. Colleague input is identified as critical to successfully implementing controls for safety and for maintaining quality work.
- We use advanced monitoring tools to anticipate and protect our colleagues at work and at home from potential hazards of weather, natural disaster, feedback and reporting systems from colleagues, environmental releases, violence, and similar events or hazards.
- Although use of hazardous chemicals is very rare, EHS follows an analysis process used to evaluate safer alternatives.
- Colleague engagement is a crucial part of Huntington's EHS continuous improvement strategy. Colleagues can engage the EHS Program in several ways, including:
  - Accessing the Huntington Safety and Health Program intranet site;
  - Engaging designated trained volunteers on-site at corporate locations; and
  - Using the Ethics Hotline to escalate health and safety-related concerns.
- Among its other duties, the Safety Working Group evaluates colleague feedback and incorporate it into the EHS Program, as appropriate.

#### Risk Management and Audit Practices

- We have multiple levels of oversight to evaluate, manage, and control risk to colleagues, including documented inspections, random audits, dedicated safety department emails for colleague use, and other tools and systems.
  - We evaluate all workplace injuries to customers and colleagues for potential improvement in process, procedure, equipment, or training.
  - We maintain an EHS performance dashboard that tracks building inspections, building fire drills, training, and other events.
  - We use outside expertise to evaluate building hazards and, when needed, create improvement plans based upon recommendations received.
  - We engage with local authorities, such as fire departments, to support pre-emergency planning visits, after-action reviews, and cooperative training events. We also utilize their expertise to ensure that our program meets best-practice expectations.
  - We audit contractor safety practices for construction work.
  - We evaluate environmental health and safety when evaluating suppliers and contractors.
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## **Employee Benefits Programs**

Huntington provides its colleagues with comprehensive employee benefits programs designed to support colleague health and wellbeing. Huntington's Human Resources and Total Rewards teams manage these programs and engage with colleagues to provide support. Detailed information regarding Huntington's employee benefits programs is available [[here](#)]. Huntington recognizes that mental health is an increasingly important component of colleague health and wellbeing and is committed to providing benefits and resources to foster colleagues' mental health.

## **Leave of Absence Benefits**

- Huntington colleagues may take time off from work under our family and medical leave programs. Our short-term and long-term disability benefit plans offer wage replacement during leave. Colleagues may use these programs when they are unable to work due to health problems, including mental and physical health problems.

## **Employee Assistance Program ("EAP")**

- We offer a free, confidential EAP that is available to all colleagues and their immediate family members.
- The EAP is available 24/7 and is designed to assist colleagues and their immediate family members with difficult life events, providing access to professional referrals and licensed counselors, mental health risk assessments, advice on next steps, and recommendations for assistance, including therapy, workshops, and online resources.

## **Accommodations**

- Huntington provides support to all colleagues who require an accommodation due to a disability, including mental and physical health disabilities. If colleague has challenges with their work environment, duties or schedule due to a disability, our accommodations team works with the colleague to understand their individual needs and find the appropriate solution.

## **Training and Awareness**

- We offer mental-health related training for colleagues and managers.
- Through our employee benefit programs, colleagues can access professional guidance, stress management courses and fitness activities designed to foster mental health.
- Managers have access to mental health training designed to help support colleague needs.
- We regularly post articles to our Essentials intranet site to raise awareness of and reduce the stigma associated with mental health.
- Our "How are you doing, really" intranet site is available to all colleagues and is designed to emphasize colleague emotional wellbeing and destigmatize mental

health. The site includes numerous resources to assist colleagues with their mental health, including:

- conversation starters and tips to recognize when someone may be experiencing mental health challenges;
- internal and external mental health resources and education; and
- Manager resources to assist their team.

#### Business Resource Group

- Our AdaptAbility Business Resource Group supports colleagues with disabilities, including those that may impact mental health, grows organizational awareness of issues that may impact colleagues, and helps identify opportunities for improvement across Huntington.