



# Purpose-Driven. Always and All Ways.

2022 ESG REPORT PREVIEW





# About Our ESG Report Preview

Thank you for your interest in Huntington's environmental, social, and governance (ESG) commitments and progress. Demonstrating our commitment to transparency, timeliness, and ongoing improvements in our disclosures, we are providing this 2022 ESG Report Preview in advance of our comprehensive 2022 ESG Report and 2022 Task Force on Climate-related Financial Disclosures (TCFD) Report, both of which will be published later this year.

Our 2022 ESG Report Preview outlines our ESG strategy, aspirations, and key milestones and results to date. It covers the period from January 1, 2022, to December 31, 2022, except where noted.

We suggest reviewing this preview as a companion to our [annual report](#) and [proxy statement](#), each issued in March 2023. Your engagement and interest in our ESG program and progress are most appreciated. We welcome your feedback at [corporate.responsibility@huntington.com](mailto:corporate.responsibility@huntington.com).

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# Company Overview and Financial Impact

Huntington Bancshares Incorporated is a \$189 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.



Our approach to 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 be the 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, long-term competitive advantage with focused investment in customer experience, product differentiation, and key growth initiatives that enable us to deliver value to all stakeholders.

Our goals include:

- Driving organic growth across all business segments;
- Delivering sustainable, top-quartile financial performance;
- Delivering on our aspiration to be a Category of One company; and
- Maintaining stability and resilience through risk management with an aggregate moderate-to-low, through-the-cycle risk appetite.

## CREATING LONG-TERM VALUE

To drive sustained shareholder value, 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;
- Our 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 development and leadership; and
- Our strong financial position, which allows us to continue to invest in our future.

Huntington’s commitment to ESG is closely integrated with our core economic performance objectives. We believe superior economic performance is what enables us to amplify our impact throughout our communities. 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.

## 2022 FINANCIAL OVERVIEW

In 2022, Huntington delivered strong results, driven by the successful execution of key strategic initiatives and acquisition synergies, which further expanded our capabilities and supported the achievement of our medium-term financial targets.

Huntington reported \$7.3 billion in 2022 revenue—exceptional growth over the course of the year. We delivered broad-based loan growth of 10% year-over-year and exceeded our loan growth outlook. We continued to grow our deposit base over multiple consecutive quarters, which we believe is a differentiator for Huntington and demonstrates the breadth of our franchise and our colleagues’ ability to acquire and deepen primary bank customer relationships.

We ended 2022 with substantial momentum, and we entered 2023 with, and continue to maintain, solid capital levels, top-tier reserves, a growing core deposit base, and strong credit metrics. As a financially sound, highly diversified consumer and business regional bank, the strength and stability of Huntington should provide comfort to our customers. Our disciplined and proactive approach positions Huntington to manage through the uncertainty in the domestic and global macro-environments. We continue to look forward with optimism and remain focused on opportunities to grow revenue and profit.

## FINANCIAL HIGHLIGHTS AND TRENDS

(in millions, except per share amounts)

		2020	2021	2022
Balance Sheet	Total Assets	\$ 123,038	\$ 174,064	\$ 182,906
	Total Loans and Leases	\$ 81,608	\$ 111,267	\$ 119,523
	Total Deposits	\$ 98,948	\$ 143,263	\$ 147,914
	Total Equity	\$ 12,993	\$ 19,318	\$ 17,769
Income Statement	Total Revenue	\$ 4,836	\$ 6,016	\$ 7,285
	Net Income	\$ 817	\$ 1,295	\$ 2,238
	Earnings Per Share	\$ 0.69	\$ 0.90	\$ 1.45

Please consult Huntington’s financial reports filed from time to time with the SEC for more details.

## 2022 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.

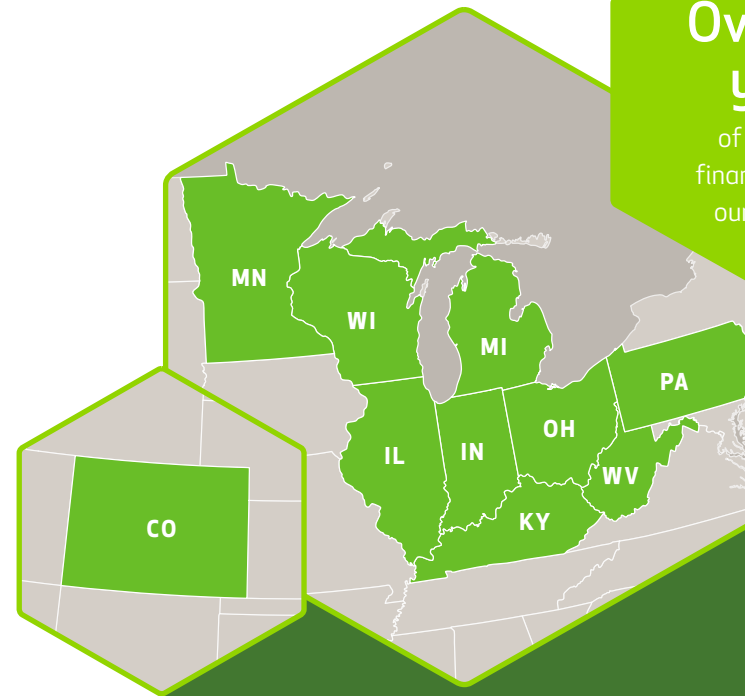
## Our Geographic Footprint

### 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



**Over 150 years**  
of serving the financial needs of our customers

**19,920**

FTE colleagues<sup>1</sup>

**1,032**

branches<sup>2</sup>

**\$183 billion**

in assets

### COLORADO

Branches: 33  
Deposits: \$0.8  
Loans: \$2,777  
ATMs: 32

### ILLINOIS

Branches: 138  
Deposits: \$8.5  
Loans: \$12,631  
ATMs: 205

### INDIANA

Branches: 37  
Deposits: \$5.5  
Loans: \$7,107  
ATMs: 59

### KENTUCKY

Branches: 10  
Deposits: \$0.8  
Loans: \$3,329  
ATMs: 12

### MICHIGAN

Branches: 310  
Deposits: \$36.6  
Loans: \$26,952  
ATMs: 406

### MINNESOTA

Branches: 80  
Deposits: \$6.8  
Loans: \$3,558  
ATMs: 139

### OHIO

Branches: 340  
Deposits: \$80  
Loans: \$46,027  
ATMs: 703

### PENNSYLVANIA

Branches: 45  
Deposits: \$5.3  
Loans: \$8,490  
ATMs: 63

### WEST VIRGINIA

Branches: 16  
Deposits: \$2.5  
Loans: \$1,890  
ATMs: 35

### WISCONSIN

Branches: 22  
Deposits: \$0.9  
Loans: \$2,644  
ATMs: 20

### NATIONAL/OTHER

Branches: 1  
Deposits: \$0.1  
Loans: \$61,053  
ATMs: 1

<sup>1</sup> Average full-time equivalent colleagues during 2022.

<sup>2</sup> Includes Regional Banking and The Huntington Private Client Group offices.

Deposit dollar figures in billions; loan dollar figures in millions. Represents funded and unfunded loan and lease commitments.



# Our ESG Strategy

At Huntington, we focus on the ESG issues important to our business and our stakeholders, using ESG as a strategic driver for sustainable growth.

We address ESG with a Purpose-focused strategy that leverages our economic impact. This 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 unbanked and underbanked individuals; and working in partnership to create prosperous and resilient communities for all.

Our commitment to ESG is integrated with our core performance objectives, and our ESG performance management framework ensures our most significant ESG considerations are integrated into relevant Board committee

agendas for discussion, awareness, and governance actions. Our highest priority ESG considerations also drive decisions and action plans across the Company. The Executive Leadership Team (ELT) is accountable for executing the ESG strategy approved by the Board, including setting and delivering on short- and long-term performance goals made public in our annual ESG reports and other documents.

## ESG Program Framework

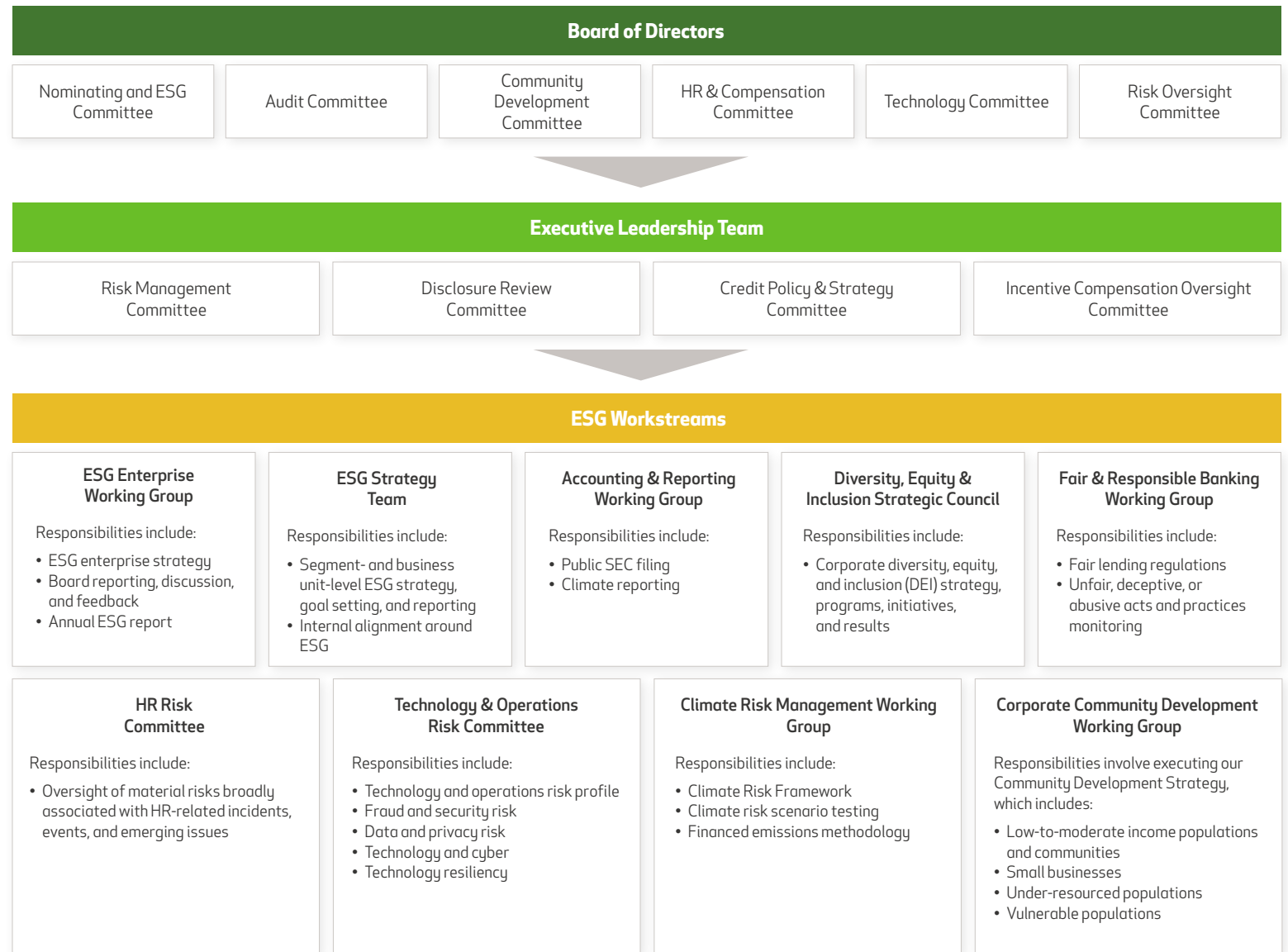


### ENHANCING OUR ESG OVERSIGHT

Our ESG program is overseen by the Board of Directors' Nominating and ESG (NESG) Committee, with roles and responsibilities assigned to key leaders and working groups throughout the Company to address specific ESG-related topics.

In 2022, we created the dedicated role of Chief ESG Officer to further demonstrate our commitment to thoughtfully integrating and governing ESG priorities and enhance the management, execution, and impacts of our ESG strategy. Reporting to the Company's General Counsel, the Chief ESG Officer is responsible for leading Huntington's ESG strategy in alignment with our stakeholders' interests, integrating ESG considerations into planning processes across the Company, and proactively identifying emerging ESG risks and opportunities to grow and maintain stakeholder value. In addition to providing regular updates to the NESG Committee and internal management committees, the Chief ESG Officer oversees ESG integration into various workstreams, committees, and councils. Our Environmental Strategy and Sustainability Director and Senior ESG Program Manager report to the Chief ESG Officer, providing additional depth and alignment to our ESG oversight.

## ESG GOVERNANCE STRUCTURE



## MATERIALITY ASSESSMENT PROCESS AND OUTCOMES

Building on our 2017 materiality assessment, Huntington completed a review of stakeholder priorities in early 2023. The goals for this assessment were to ensure that we focus our ESG strategic commitment on the risks and opportunities that are most important to our key stakeholders and that our reporting aligns with those priorities. We worked with a third-party consultant to ensure the assessment was designed with industry standards and objectively administered.

To ensure we focus on the most relevant ESG topics, we have reviewed multiple resources and constituencies, including the following:

- Sustainability and ESG reporting frameworks;
- Topics covered by ESG rating organizations;
- Topics identified by key Huntington stakeholders; and
- Board and executive leadership presentations.

After a leadership review of the topics, a survey was distributed to subject matter experts who ranked each topic based on their

perceived importance to the stakeholders they represent. The topics identified as most important are those that stakeholders believe significantly contribute to the Company's long-term financial success. Our third-party consultant accumulated and finalized the results, which were presented to management and are identified below.

Our stakeholder priorities focus on our financial performance, risk management practices, overall corporate strategy, Purpose, and emerging risks and opportunities.

## STAKEHOLDER PRIORITIES (alphabetical)

### Important to Stakeholders and the Business

- Human Rights
- Land Use and Biodiversity
- Management of Legal and Regulatory Environment
- Operational Sustainability
- Supply Chain Management
- Sustainability-related Business Risks and Opportunities

### More Important to Stakeholders and the Business

- Community Development and Impact
- Disaster Response and Business Continuity
- Fair and Responsible Banking
- Financial Inclusion and Education
- Talent Management and Engagement
- Technology and Innovation

### Most Important to Stakeholders and the Business

- Business Ethics and Transparency
- Corporate Governance
- Customer Service and Satisfaction
- Data Security and Privacy
- Diversity, Equity, and Inclusion
- Employee Health, Safety, and Wellbeing
- Enterprise and Systemic Risk Management
- Financial Performance



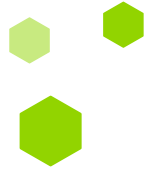
### STAKEHOLDER FEEDBACK

To ensure we understand and address the needs of our stakeholders, we regularly engage with them in a variety of ways. The table on this page shows our engagement approach and the topics of interest for our key stakeholder groups. These primary topics of interest helped inform our stakeholder prioritization on the prior page and will continue to keep us informed of changes in stakeholder expectations.

## ENGAGING WITH OUR KEY STAKEHOLDERS

SHAREHOLDERS	CUSTOMERS	COLLEAGUES	COMMUNITIES
<b>Engagement Approach</b> (alphabetical)			
<ul style="list-style-type: none"> <li>• Annual meeting</li> <li>• Conference calls</li> <li>• In-person meetings</li> <li>• Investor conferences and other events</li> <li>• Phone inquiries</li> <li>• Website inquiries</li> </ul>	<ul style="list-style-type: none"> <li>• Qualitative and quantitative research</li> <li>• Social media</li> <li>• Verbal and digital customer interactions</li> </ul>	<ul style="list-style-type: none"> <li>• Business continuity and training exercises</li> <li>• Corporate intranet</li> <li>• In-person meetings</li> <li>• Interactions with the DEI network<sup>1</sup> and culture champions</li> <li>• Learning programs</li> <li>• Ongoing colleague engagement</li> <li>• Regular colleague surveys</li> <li>• Regular town halls</li> <li>• Special events</li> </ul>	<ul style="list-style-type: none"> <li>• Annual community development plan outreach</li> <li>• Board and civic engagement</li> <li>• National and local advisory committees</li> <li>• Ongoing community outreach</li> <li>• Philanthropic investments</li> <li>• Public/private partnerships</li> <li>• Research</li> <li>• Social media</li> <li>• Via the website</li> <li>• Volunteer opportunities</li> </ul>
<b>ESG Topics of Primary Interest</b> (alphabetical)			
<ul style="list-style-type: none"> <li>• Board diversity</li> <li>• Climate change and climate risk</li> <li>• Corporate governance and transparency</li> <li>• Cybersecurity and customer privacy</li> <li>• Disaster response and business continuity</li> <li>• DEI</li> <li>• Enterprise risk management</li> <li>• ESG integration in business lines</li> <li>• Executive compensation</li> <li>• Financial performance</li> <li>• Human capital and human rights</li> <li>• Land use and biodiversity</li> <li>• Management of legal and regulatory environment</li> </ul>	<ul style="list-style-type: none"> <li>• Customer service, satisfaction, and advocacy</li> <li>• Cybersecurity and customer privacy</li> <li>• Disaster response and business continuity</li> <li>• Economic inclusion</li> <li>• Fair and responsible banking</li> <li>• Financial education</li> <li>• Impacts from customers we finance</li> </ul>	<ul style="list-style-type: none"> <li>• Colleague engagement, development, retention, attraction, and wellness</li> <li>• Cybersecurity and customer privacy</li> <li>• Disaster response and business continuity</li> <li>• DEI</li> <li>• Energy efficiency and carbon intensity</li> <li>• Environmental management system</li> <li>• Ethical practices and Purpose-driven culture</li> <li>• Financial performance</li> <li>• Technology and innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Customer service, satisfaction, and advocacy</li> <li>• Disaster response and business continuity</li> <li>• Economic inclusion</li> <li>• Fair and responsible banking</li> <li>• Energy efficiency and carbon intensity</li> <li>• Environmental equity and justice</li> <li>• Environmental strategy</li> <li>• Financial education</li> <li>• Supply chain management</li> </ul>

<sup>1</sup> Huntington's DEI network includes Business Resource Groups, Inclusion Councils, and Communities of Practice.



## ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

At Huntington, we strive to set clear, transparent goals, carefully evaluating if and how they align with standards, frameworks, and goals set by third parties. While the United Nations Sustainable Development Goals (SDGs) are primarily designed for government stakeholders, we believe aspirationally aligning with the SDGs reflects our intention to demonstrate a conscious approach to impacting our stakeholders and the communities we serve. In addition, this approach helps us identify areas where we believe we can have a direct influence in our communities, with our customers, and for our colleagues. We are currently reviewing the SDGs against our updated materiality assessment and will have more to share in our full 2022 ESG Report.



## Huntington is aligned with the following goals:

### 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.



### 8. Decent Work and Economic Growth

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.<sup>1</sup>



### 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.



### 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.



### 13. Climate Action

We believe the current and future impacts of climate risk events on our stakeholders require full institutional engagement in the timely identification, assessment, and management of climate-related risks. From our Board to our ESG working groups, Huntington is focused on environmental policies and strategic efforts to mitigate climate change and its related risks.



<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, 2022. Source: U.S. Small Business Administration (SBA).





## Q&A with Our Chief ESG Officer

In 2022, Huntington added a newly created position of Chief ESG Officer to reflect our ongoing commitment to our ESG program. In December 2022, S. Jason Fraley was promoted to the role. Over his 12 years at the Company, Jason has served in senior leadership roles for Home Lending, Risk Management, and Corporate Compliance.

The appointment of a dedicated senior ESG executive advances our commitment to integrate ESG with the Company's business strategies in a way that produces beneficial outcomes for all Huntington stakeholders.

Read more about the perspective Jason brings to this new role and how Huntington is continuing to evolve on its ESG journey.

**Q Throughout the Company's history, Huntington has been committed to doing what is right for business and stakeholders. As Huntington has made a concerted effort to formalize and mature its ESG strategy, ambitions, and oversight over the last decade, how do you see the role of the Chief ESG Officer in advancing these efforts?**

**A** It is important to recognize the leadership of our Board in committing to ESG principles to best serve our stakeholders and the incredible work that Huntington colleagues have undertaken to evolve our ESG program into what it is today. I am grateful for the award-winning program they have put together, which I now have the privilege to lead.

My primary focus as Chief ESG Officer is to build on the evolution of our ESG program in ways that allow us to responsibly capitalize on industry trends. This includes expanding our capacity to finance impactful consumer, small business, and commercial projects for our customers while furthering our own internal progress in pursuit of our goals related to the community, our workforce, and our mission.

My job is to amplify these outcomes through a consistent strategy, transparent disclosures, and a desire to continually seek new opportunities to improve how we serve all stakeholders, all while managing new and emerging risks impacting the banking industry.



**Q The term "ESG" is used broadly to encompass a variety of sustainability- and corporate responsibility-related activities. How does Huntington view the importance of ESG in its operations?**

**A** Fundamentally, ESG is ingrained within the business of banking. For example, banks have long been tasked with surveilling the economic landscape to identify, and prepare to address, emerging risks. Today, considering climate-related risks and how the Company, on its own or in service of its customers, can work to manage these risks is increasingly important. We must make prudent investment decisions while continuing to meet our customers' ever-evolving needs.

Additionally, while the "social" component of ESG may seem new, banks have been good stewards of their communities in accordance with the Community Reinvestment Act for decades. We are humbled to have the opportunity to meet these commitments as well as go above and beyond through the actions of our colleagues, Regional Presidents, National Community Advisory Council, and Business Resource Groups to serve broader community needs.

A well-run bank with robust governance is critical to the country's financial infrastructure. Together, incorporating a balanced ESG approach into our business strategy allows us to better meet our customers' evolving needs; serve our communities; engage and develop our colleagues; and enhance shareholder returns.

**Q When you think about Huntington's ESG journey to date and the progress the Company has made, what are you most proud of?**

**A** Huntington's commitment to ESG has progressed over time as a key driver of our strategic priorities and Purpose-driven culture. ESG considerations are being incorporated across the organization through human capital investments, community development commitments, sustainable strategies, and product development, all while enhancing our risk management and governance framework.

In recent years, we have strategically grown our clean energy banking business and are enhancing our advisory services to support our customers in meeting their environmental objectives. This includes prioritizing climate-related products and services, such as renewable energy financing as well as financing for electric vehicle (EV) charging port, micro-grid, and battery storage projects.

I am also proud of the significant strides Huntington has taken within our own operations to reduce our environmental impacts, which are described in more detail later in this report preview.

Simultaneously, we are making steady progress toward the goals in our five-year, \$40 billion Community Plan. This plan, which reinforces the Company's long-term commitment to underserved and under-resourced communities, is driving meaningful action to provide support to the neighborhoods across our footprint.

We continue to evolve our customer- and colleague-centric culture to ensure we operate in a way that supports the well-being of our people.

**Q What is your vision for Huntington's ESG program as the Company continues to be purposeful in doing what is right for its business and meeting stakeholder expectations?**

**A** As our Company has grown over the years, we continue to maintain and deepen our culture, helping ensure we continue to look out for all stakeholders. Our commitment to staying true to our Purpose and culture means that, at heart, we are still a large community bank dedicated to doing right by our customers as the external environment changes.

We will focus on quantifying our actions to lend increased transparency to how we operate. This means finding ways to more clearly demonstrate how our stakeholder commitments improve financial outcomes and facilitate progress for the environment, our people, our communities, and our business.

I am proud to help lead our ESG strategy as we further the collective impact of our nearly 20,000 colleagues in pursuit of our Vision to be the Leading People-First, Digitally Powered Bank. Together, we are **Purpose-Driven. Always and All Ways.**



## 2022 ESG Highlights

# Economic

### OUR COMMUNITY PLAN INVESTMENT PROGRESS

Through 2022, we invested \$19.6 billion in our communities as part of Huntington's five-year, \$40 billion Community Plan focused on small-business loans, affordable housing, and increased capital to historically marginalized and low-to-moderate income communities.






### FOSTERING RELATIONSHIPS WITH ENTREPRENEURS

Huntington's Lift Local Business<sup>®</sup> program helps entrepreneurs by providing more opportunity for financial success, offering greater access to capital, business-planning services, and educational resources. In 2022, Huntington sponsored Small Business Seeds for Growth events across our footprint. These events were designed to surround small business owners with peer support and tools to grow their business and build trust through education and empowerment around access to capital. Most events featured a vendor marketplace to showcase small business owners and their products. Learn more [here](#).

### STRENGTHENING OUR COMMUNITIES, ENHANCING LIVES

Huntington is committed to strengthening our communities and enhancing lives throughout our regional markets. We focus on critical areas of need such as financial empowerment, workforce development, racial and social equity, environmental justice, and food security. In 2022, we continued to offer financial literacy programs to consumers of all ages across our footprint. Our colleagues also volunteered their time in a number of ways, including providing career development and support to youth, mentoring students through Junior Achievement, and working in community gardens and food banks across our footprint.

### COMMUNITY PLAN INVESTMENT PROGRESS

PILLAR	COMMITMENT	PROGRESS THROUGH 2022	FIVE-YEAR GOAL
 <b>Small Business</b>	Huntington expanded its Small Business lending programs into its new footprint and committed \$10 billion over five years; \$2 billion is focused on lending to business owners from diverse backgrounds.	\$4.4 billion (including \$1.2 billion in diverse census tracts)	\$10 billion
 <b>Home &amp; Consumer Lending</b>	Huntington committed to providing \$24 billion in affordable mortgage lending; \$12 billion is committed to meeting the needs of diverse and under-resourced populations.	\$10.5 billion (including \$6.0 billion in diverse census tracts)	\$24 billion
 <b>Community Development Lending &amp; Investing</b>	Huntington is dedicated to increasing the availability of capital to historically under-resourced people, businesses, and communities.	\$4.7 billion (including \$0.7 billion in diverse census tracts)	\$6.5 billion
		<b>Total: \$19.6 billion</b>	<b>Total: \$40.5 billion</b>

<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, 2022. Huntington was 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 and the region made up of Illinois, Indiana, Kentucky, Ohio, Michigan, West Virginia, Pennsylvania, Minnesota, Colorado, and Wisconsin from October 1, 2021 to September 30, 2022. Source: U.S. Small Business Administration (SBA).

## 2022 ESG Highlights

# Environmental

### OUR ENVIRONMENTAL GOALS

In 2022, we concluded our first-ever environmental goals—a significant milestone in our environmental responsibility journey. As part of our commitment to doing what is right for our stakeholders and the planet, we have established new environmental goals, which further emphasize our commitment to support the transition to a low carbon economy. We will report progress on our original environmental goals and announce our new 2030 targets in our 2022 ESG Report and 2022 TCFD Report later this year.

### BEING AN AGENT OF ENVIRONMENTAL CHANGE FOR OUR CUSTOMERS

Our goal is to create an industry-leading clean energy banking 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.

**406**  
environmental sustainability projects, implemented at Huntington facilities, resulting in more than **\$14 million** in investments in 2022



Completed an initial calculation of **Scope 3 financed emissions** using PCAF's standard methodology



Achieved an **"A-" CDP score** for a second consecutive year, positioning us as an industry leader for both large and regional banks



Supported **14 renewable energy banking transactions** for our customers with a total capacity of **1,685 MW** through our Renewable Energy Finance group



### OUR CULTURE OF ENVIRONMENTAL RESPONSIBILITY

Our commitment to environmental responsibility is not just a business objective—it is what our colleagues work toward every day. From our corporate commitments to our grassroots initiatives, Huntington's Purpose-driven culture guides how we engage our colleagues in our environmental efforts. Through the support of our dedicated colleagues, we are pursuing our environmental responsibility culturally and organically.

### OUR APPROACH TO MANAGING 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 enable our customers to do the same. In 2022, we completed an initial calculation of our 2021 financed emissions—an important milestone as we build out our climate advisory services and support clients in developing climate transition plans. We also made progress in developing our climate risk framework and building our team and capabilities. These foundational accomplishments will enable us to more effectively manage climate-related risks in the future while positioning us to meet customers along their carbon transition journeys.





## TCFD IMPLEMENTATION PLAN AND PROGRESS

GOVERNANCE	STRATEGY	RISK MANAGEMENT	METRICS AND TARGETS
<b>Accomplishments</b>			
<ul style="list-style-type: none"> <li>Published our Environmental Policy Statement (2018), Climate Risk Policy Statement (2020), and Climate Risk Policy (2022), establishing Board oversight of climate-related risks and opportunities.</li> <li>Initiated quarterly environmental and climate risk updates to the NESG Committee of the Board, Risk Oversight Committee of the Board, and/or the full Board (2020).</li> <li>Began providing quarterly climate risk updates to the Risk Management Committee (2020).</li> </ul>	<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>Joined PCAF (2022).</li> <li>Completed initial calculation of Scope 3 financed emissions using PCAF's standard methodology (2022).</li> <li>Developed green lending definitional criteria (2022).</li> </ul>	<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>Conducted comparative physical risk vulnerability analysis for all Huntington and peer facilities (2022).</li> <li>Established dedicated Climate Risk Team oversight program to build out our climate risk capabilities (2022).</li> <li>Established interim climate-related credit risk underwriting and analysis guidance (2022).</li> </ul>	<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>
<b>Current Focus</b>			
<ul style="list-style-type: none"> <li>Training the Board and management on environmental- and climate risk-related matters.</li> <li>Engaging with shareholders throughout the year.</li> <li>Participating in various environmental- and climate risk-related external working groups to learn and share best practices.</li> <li>Maintaining a leadership grade within CDP's scoring methodology.</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing supplier engagement on Scope 3 carbon emissions disclosure.</li> <li>Continuing to refine our financed emissions methodology.</li> <li>Continuing education for our Board and colleagues on climate-related risks and opportunities.</li> <li>Developing clean energy banking services to assist our customers' transition to a low-carbon economy.</li> <li>Operationalizing green lending definitional criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Running initial climate scenario analysis pilot for select portfolios under three Network for Greening the Financial System-equivalent scenarios.</li> <li>Operationalizing climate-related credit guidance in underwriting processes.</li> <li>Refining our Climate Risk Policy Statement.</li> <li>Continuing to refine our financed emissions methodology.</li> </ul>	<ul style="list-style-type: none"> <li>Striving to achieve all environmental sustainability goals, including GHG emissions.</li> <li>Enhancing Scope 3 inventory process to ensure inclusion of all relevant value chain emission sources.</li> <li>Establishing historical Scope 3 financed emissions trends and targets based on 2021 and 2022 data.</li> <li>Establishing interim (2030) Scope 1 and Scope 2 emissions reduction targets and approach.</li> <li>Progressing against 2035 renewable energy goal.</li> </ul>
<b>Aspirational Objectives</b>			
<ul style="list-style-type: none"> <li>Further integrate environmental and climate risk data into Board oversight, and management and business unit decision-making.</li> <li>Engage shareholders to better understand, among other things, their environmental and climate expectations.</li> </ul>	<ul style="list-style-type: none"> <li>Further integrate environmental- and climate-related opportunities into the Company's strategic plan.</li> <li>Develop climate-related finance product and service offerings.</li> <li>Optimize outcomes for communities through the Company's role in a just decarbonization transition.</li> </ul>	<ul style="list-style-type: none"> <li>Establish historical emissions trends to inform future decisions.</li> <li>Develop end-to-end scenario analysis process incorporating internal credit models.</li> <li>Roll out climate risk training across the organization.</li> <li>Fully integrate climate risk assessment across underwriting and portfolio management processes.</li> </ul>	<ul style="list-style-type: none"> <li>Calculate our carbon offset allowance and determine how to source high quality credits.</li> <li>Integrate industry best practices into net-zero roadmap.</li> <li>Develop and refine long-term (2050) targets.</li> </ul>

# 2022 ESG Highlights

## Social

### COMPANYWIDE ENGAGEMENT SURVEY RESULTS<sup>1</sup>

**84%** of colleagues are “engaged or highly engaged”

Above **90<sup>th</sup>** percentile for **trust**

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

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

**67%**  
total workforce diversity

**50%**  
Executive Leadership Team diversity



### ENHANCING DIVERSITY ACROSS THE COMPANY

The below table represents our progress toward our workforce diversity goals. While we have reached some of our targets, we continue our efforts to achieve them all.

	2023 GOAL	2022 PERFORMANCE
<b>Middle and Executive Management<sup>2,3</sup></b>		
Total Diversity	50%	47%
Gender Diversity	35%	31%
Racial/Ethnic Diversity	15%	16%
Diverse Hiring	50%	49%
Diverse Promotions	50%	55%
<b>Non-Management</b>		
Internal Hiring	44%	34%



**22% of total addressable spend** with diverse suppliers, exceeding our goal of 18%



**More than 4,500 colleagues** have joined at least one DEI network,<sup>4</sup> representing **23% of our workforce**

### INVESTING IN COLLEAGUE CAREER DEVELOPMENT AND RETENTION

We invest in our colleagues to ensure that they feel supported in their career paths and see a clear future at Huntington. Career development is evolving, and colleague feedback has prompted us to improve our approach to talent attraction and retention. In response, we are shifting our career development story to be more colleague-centric, interactive and collaborative, relevant, timely, and hybrid. Our approach embeds continuous learning in our Purpose, Values, and behaviors and empowers colleagues to take ownership of their career paths. This journey will promote a culture of career development where everyone plays a vital role.

### CARING FOR OUR COLLEAGUES



Raised our minimum rate to **\$20 per hour** effective January 1, 2023



>10,000 colleagues received more than **\$6.9 million in wellness dollars**

<sup>1</sup> External benchmarks use data collected from over 500 organizations, and 17.4 million survey responses. The benchmarks cover over 30% of Fortune 100 companies. Overall benchmark data are from 2019 through 2021.

<sup>2</sup> Huntington defines middle and executive management at a defined salary grade and above, which encompasses approximately 5,500 colleagues.

<sup>3</sup> Huntington employs eight international colleagues at the middle and executive management level. The race/ethnicity of these colleagues is not reportable.

<sup>4</sup> Huntington’s DEI network includes Business Resource Groups, Inclusion Councils, and Communities of Practice.



## 2022 ESG Highlights

# Governance



ESG considerations that are important to our stakeholders are **integrated into relevant committee agendas** for discussion, awareness, and attention



We are **committed to robust ESG disclosures**, including disclosure of our EEO-1 data, TCFD report, and assurance of our GHG emissions reporting



**>24,000 hours of cybersecurity training** consumed by colleagues, including more than 200 different courses

# 46%

of Director nominees are diverse with respect to gender and/or race

as of our annual shareholder meeting, April 19, 2023

## Awards and Recognition



**Newsweek: America's Most Responsible Companies 2023**  
(fourth consecutive year)

Barron's  
**100 Most Sustainable**  
U.S. Companies

2022 Greenwich Excellence  
**Best Brand Awards**

for middle market commercial banking

### HUNTINGTON'S RISK MANAGEMENT PROCESS

Responsible risk management remains a critical corporate governance consideration. We believe our commitment to strong oversight and effective challenge help provide a competitive advantage and position us well to thrive in periods of market disruption. Key aspects of our risk management process include:

- **Risk Management Governance:** We have risk committees from the Board down to the operating level that address all risks impacting the bank, including market, liquidity, reputation, and strategic risks in addition to other risks more commonly discussed, such as credit, operational, and regulatory risk.
- **Risk Management Frameworks:** We have established frameworks in areas such as capital planning, liquidity risk management, and market risk, designed to provide greater clarity and direction around risk management expectations.
- **Policies and Guidance:** Supporting each of the seven risk pillars discussed above are robust policies, procedures, and other guidance documents designed to help clarify risk management expectations, socialize risks through all levels of management, and provide consistent expectations on how to evaluate and manage risks.

### ENHANCING OUR OVERSIGHT AND MANAGEMENT OF ESG

In early 2022, Huntington expanded and renamed the Nominating and Corporate Governance Committee as the Nominating and ESG Committee to better reflect its oversight of our ESG practices and disclosures. The Compensation Committee was renamed as the HR and Compensation Committee to reflect its oversight of human capital matters. In addition, we expanded our dedicated resources to bring even more focused leadership to ESG. We believe clarifying Board and committee roles and adding strategic ESG oversight will help us enhance outcomes for all stakeholders.



# ESG Data Summary

	METRIC	2020 <sup>1</sup>	2021 <sup>2</sup>	2022	GOAL (IF APPLICABLE)
OUR COMPANY	Total assets (in millions)	\$ 123,038	\$ 174,064	\$ 182,906	
	Total loans and leases (in millions)	\$ 81,608	\$ 111,267	\$ 119,523	
	Total deposits (in millions)	\$ 98,948	\$ 143,263	\$ 147,914	
	Total equity (in millions)	\$ 12,993	\$ 19,318	\$ 17,769	
	Total revenue (in millions)	\$ 4,836	\$ 6,016	\$ 7,285	
	Net income (in millions)	\$ 817	\$ 1,295	\$ 2,238	
	EPS	\$ 0.69	\$ 0.90	\$ 1.45	
	Total FTE colleagues	15,578	18,442	19,920	
	Branches	839	1,092	1,032	
	ATMs	1,322	1,322	1,675	
ECONOMIC	Value of microfinance loans	\$ 2,472,616,998 <sup>3</sup>	\$ 1,584,541,043 <sup>3</sup>	\$ 853,937,925	
	Total community investment (in billions)	\$ 3.6	\$ 7.6	\$ 12	Five-year, \$40 billion community investment (6/2021–12/2026)
	Community development loans (in millions)	\$ 714	\$ 1,900	\$ 2,011	
	Community development investments (in millions)	\$ 270	\$ 924	\$ 981	
	Closing costs waived for buyers in low-to-moderate income regions	\$ 7,649,380	\$ 19,045,510	\$ 12,076,729	
	Huntington colleague volunteer hours	15,879	28,520	21,443	
	Financial wellness training hours provided to the community	2,126	2,441	4,839	
	Community Reinvestment Act-qualified financial contributions	\$ 10,250,453	\$ 10,222,953	\$ 15,593,944	
	Scope 1 emissions location-based (MT CO <sub>2</sub> e)	11,964	12,328		
	Scope 2 emissions location-based (MT CO <sub>2</sub> e)	48,237	47,838		
ENVIRONMENTAL	Scope 3 emissions (MT CO <sub>2</sub> e)	72,165	89,784		
	Percent greenhouse gas emissions reduction (vs. 2017 baseline)	35%	35%		31% reduction by 2027 41% percent reduction by 2037
	Building energy consumption (MWh)	162,339	168,417		
	Onsite solar generation (MWh)	1,331	1,197		
	Renewable energy	n/a	1% of electricity usage		50% of electricity usage by 2035
	Average ENERGY STAR score	64.65	69.09		
	ENERGY STAR certified locations	666	661		
	Average site energy use intensity (kBtu/ft <sup>2</sup> )	92.04	82.62		
	Average source energy use intensity (kBtu/ft <sup>2</sup> )	194.01	171.90		
	Water consumption (gallons)	94,100,000	122,195,984		
Water consumption reduction (vs. 2017 baseline)	14%	12% increase		15% reduction by 2022	
Landfill waste reduction (vs. 2017 baseline)	37%	11%		25% reduction by 2022	
Total pages printed	66,720,241	66,909,004			
Paper printing reduction (vs. 2017 baseline)	49%	49%		25% reduction by 2022	

<sup>1</sup> Does not reflect a typical reporting year due to COVID-19 pandemic.

<sup>2</sup> Does not reflect a typical reporting year due to TCF acquisition.

<sup>3</sup> Includes Paycheck Protection Program loans.

	METRIC	2020 <sup>1</sup>	2021 <sup>2</sup>	2022	GOAL (IF APPLICABLE)
SOCIAL	<b>Workforce Data</b>				
	Total workforce gender/racial diversity	66%	68%	67%	
	• Total workforce - racially diverse	20%	23%	24%	
	• Total workforce - white female	46%	45%	43%	
	• Total workforce - white male	34%	32%	33%	
	Middle and executive management gender/racial diversity	45%	45%	47%	50% by 2023
	Average base pay for racially diverse colleagues with the same job titles as non-racially diverse colleagues	99%	99%	101%	
	Average base pay for women colleagues with the same job titles as men	98%	99%	99%	
	<b>Supplier Diversity</b>				
	Total spend with diverse suppliers (in millions)	\$ 161.9	\$ 272.8	\$ 239.1	
Diversity spend as percentage of total spend	27%	21%	22%		
Number of diverse suppliers	239	226	236		
<b>Engagement, Development, Retention, and Attraction</b>					
Engagement survey - Engagement	90 <sup>th</sup> percentile	slightly below 75 <sup>th</sup> percentile	slightly below 75 <sup>th</sup> percentile		
Engagement survey - Culture	99 <sup>th</sup> percentile	above 75 <sup>th</sup> percentile	above 75 <sup>th</sup> percentile		
Engagement survey - Trust	90 <sup>th</sup> percentile	above 75 <sup>th</sup> percentile	above 90 <sup>th</sup> percentile		
Number of colleagues participating in high-potential talent development programs	524	1,139	Data will be provided in full 2022 ESG Report		
Total learning hours	429,818	611,949	698,807		
Average learning hours per colleague	28	33	34		
Executive leaders with "ready now" successors	55%	61%	Data will be provided in full 2022 ESG Report		
Leadership roles filled with internal candidates	71%	100%			
Voluntary turnover rate	9.4%	20%			
90-day external hire retention	94%	90%			
Diversity of hires (internal)	70%	71%			
Diversity of hires (external)	62%	64%			
GOVERNANCE	Board gender diversity	38%	33%	31% <sup>3</sup>	
	Board racial diversity	15%	27%	23% <sup>3</sup>	
	Board gender/racial diversity	38%	47%	46% <sup>3</sup>	
	Hours of ethics training completed by colleagues	11,887	14,047	16,090	

<sup>1</sup> Does not reflect a typical reporting year due to COVID-19 pandemic.

<sup>2</sup> Does not reflect a typical reporting year due to TCF acquisition.

<sup>3</sup> Data pertains to 2023 Director nominees.



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This ESG Report Preview should be read in conjunction with our current Annual Report and Proxy Statement, both of which contain additional information about our company. This ESG Report Preview uses certain terms, including those that the GRI or SASB refer to as "material," to reflect the issues or priorities of us and our 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. Furthermore, any forward-looking statements contained in this ESG Report Preview should not be unduly relied upon, as actual results could differ materially from expectations. For more information about such statements, please refer to the "Forward-Looking Statements" and "Risk Factors" sections of our latest Form 10-K, as updated or supplemented by our subsequent filings with the Securities and Exchange Commission ("SEC"), which are on file with the SEC and available in the "Investor Relations" section of our website, <http://www.huntington.com>, under the heading "Regulatory and SEC Filings."



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