



Living our Commitment to Human Rights across our Stakeholder Groups

WesBanco is committed to ensuring a strong financial institution that operates with integrity and generates long-term value for all our stakeholders. Access to sound financial services helps our customers and communities thrive and elevates the quality of life for all our stakeholders.

Fundamental to our mission is the commitment of WesBanco and its Board of Directors to upholding human rights and ethical practices throughout our operations and across our stakeholder groups. In these endeavors, we are guided by the principles outlined in the [United Nations Universal Declaration of Human Rights](#). We respect and comply with all applicable human rights laws, regulations and standards, and we continually review our policies and procedures to ensure they are consistent with these laws and standards. Additionally, we fully expect all third party vendors providing service to WesBanco to respect and extend the same rights to their stakeholders.

We live out our commitment to these human rights in every employee, customer, community, and shareholder interaction.

Our Employees

WesBanco recruits, develops, and engages a diverse workforce committed to delivering exceptional service for our customers. We are committed to treating our employees with dignity and respect for their human rights at all times. On a periodic basis, WesBanco conducts an employee engagement survey to gain insight into issues that may impact their work environment.

Equal Employment Opportunity, Affirmative Action, and Diversity, Equity & Inclusion are all top priorities at WesBanco. Through its responsible managers, WesBanco recruits, hires, upgrades, trains, and promotes in all job titles without regard to race, color, age, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status, except where an accommodation is unavailable and/or it is a bona fide occupational qualification. Managers are committed and embrace all diversity initiatives in place to benefit all employees regardless of differences in race, color, age, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status, and any other unique employee characteristics.

At WesBanco, any form of harassment is strictly prohibited and no employee should feel threatened by fear of retaliation for reporting harassment. WesBanco has various complaint reporting options including the anonymous whistleblower form and the Customer Complaint or Employee Concern form administered by a third party company.

Our Code of Conduct and Ethics outlines how we are expected to behave and serves as an ethical guide for decision-making across the organization. This policy covers the high standards of ethical business conduct WesBanco expects of employees when engaging



with customers and other stakeholders, and it provides guidance and resources for avoiding unethical behavior, conflicts of interest, or any appearance of impropriety. On an annual basis, all WesBanco colleagues are required to review and acknowledge that they have read, understood, and will comply with the Code.

Our Customers

Our customers trust us to safeguard their personal and financial information, and we treat that responsibility with the utmost seriousness. Our Customer and Confidential Information policy details the security and privacy practices expected of our employees when managing client information.

Additionally, we hold all employees to the standards of our [Better Banking and Service & Support Pledge](#) which details our commitment to serving all customers – everywhere, every time – with respect, professionalism, and service that exceeds expectations.

Our Communities

WesBanco has a long history of service to the communities in which we operate. We engage with our diverse, growing communities through strategic partnerships, investment and development programs, volunteer and philanthropic initiatives, and financial literacy and education programs. More specific information about our commitments can be found on our [Commitment to Sustainability](#) page on our website.

Our Statement against Modern Slavery

WesBanco strongly condemns all forms of modern slavery, including forced or compulsory labor, human trafficking, and child labor. We believe that all individuals have the right to live and work in an environment that is free from exploitation, abuse, and coercion.

We are committed to ensuring our operations, products, and services are free from any involvement in modern slavery. Further, we expect all of our employees, contractors, and suppliers to comply with our policy and to report any concerns or suspicions of modern slavery immediately.