

# 2025 Sustainability Report





# Our Commitment to Sustainability

WesBanco’s commitment to sustainability is rooted in our Mission, Vision, and Pledge (MVP), which guide our operations. For more than 155 years, WesBanco has remained a strong and stable financial institution with deep community roots. Our role extends beyond providing financial services to being active stewards of sustainability efforts across the communities we serve.

We address the sustainability issues that matter most to our organization and our stakeholders and engage with them to understand how we can continue to best serve them and generate long-term value.



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*Note: report as of 3/31/2025; data as of 12/31/2024 (unless otherwise specified)*

Our **MISSION** is to build lasting prosperity through genuine relationships and tailored solutions that empower our customers for success in their unique financial journeys. Our sustainability efforts across talent and culture, business integrity, and community development ensure we remain a strong, responsive institution well-positioned to accomplish our mission every day.

Our **VISION** of making every community we serve a better place for people and businesses to thrive is essential to our sustainability efforts. This guides us to integrate sustainability principles into our operations, ensuring that our actions today help foster a better tomorrow for all our stakeholders.

Our **PLEDGE** shapes our culture and guides how we operate and make decisions. Our Pledge values are: *Respect, Exceptional Customer Experiences, Soundness & Stability, Accountability, and Stewardship.*

*All are fundamental in advancing our sustainability initiatives.*

*Guided by our MVP, the sustainability initiatives detailed in this report contribute to lasting success for our teams, customers, communities, and shareholders, helping ensure we thrive together.*



# Our Priorities

Our stakeholders include our employees, customers, communities, investors, business partners, and regulators. We focus our sustainability strategy on four core priorities to deliver value for them and our business.



## Committed to Our Communities

Delivering for our diverse and growing communities through strategic partnerships and impactful community development lending, investment and service initiatives that provide economic opportunities for all.



## Empowering Our People

Recruiting, developing, and engaging a dynamic workforce committed to delivering for our stakeholders.



## Reasonable and Responsible Environmental Stewardship

Demonstrating our commitment to being good stewards of the environment and of our clients' financial well-being.



## Doing Business With Integrity

Demonstrating our strong governance, risk management, business ethics, information security, and data privacy policies & practices.





## Oversight and Accountability

**Our Board of Directors and Executive Team are actively engaged in our sustainability strategy.**

The Enterprise Risk Management Committee (ERMC) of the Board of Directors, with four of the five directors considered independent, oversees WesBanco’s sustainability program. The Board engages with the ERMC by providing strategic feedback and guidance, ensuring appropriate reporting and the continued evolution of the program.

Our Sustainability Committee is made up of cross-functional senior leadership and plays

a key role in advancing our sustainability priorities. The committee identifies strategic opportunities, evaluates related risks, and develops recommendations to guide the evolution of our program. It meets monthly with full participation from departmental leadership and provides quarterly updates to the ERMC on program progress and key initiatives.

Sustainability Committee	
Business Operations	Finance
CEO	Human Resources
CFO	Legal
Communications	Procurement/Facilities
Community Development	Risk Management

## WesBanco’s Commitment to Sustainability Highlights



### 8 consecutive

“Outstanding” composite ratings from banking regulators for CRA performance, a period spanning more than 20 years



### 50% flexible workforce

Including 93% of support areas, in either a 100% remote or hybrid schedule



### \$2.4 billion

Community development lending (2020-2024)



### 25%+ footprint reduction

In financial center footprint, while continuing to serve customers effectively



### 7,300+ jobs

Created by New Markets Loan Program (total tax credit allocations 2004-2024)



### ~30% LED

Converted to LED lighting; efforts ongoing



### \$133 million

Community development investments (2024)



### 70% female employees

Including 55% of bank officers



### \$5 million

Community development philanthropic donations (2020-2024)



### 60% female leadership

CEO’s direct reports and key senior executive leadership positions



### ~58,100 hours

Community development service hours (2020-2024)



### 25% board diversity

Board of Directors gender or ethnically diverse



### 36% green

Green office supplies (<1% in 2019); ~50% when excluding food items



### 10%+ employee diversity

Including 7%+ of bank officers

Note: Financial center reduction as of 12/31/2024 and compared to 12/31/2018; “CRA” is Community Reinvestment Act; “key senior executive leadership” defined as the CEO’s direct reports and their direct reports.



# Our Commitment to Our Communities

## Community Impact through Strategic Partnerships and Investments

At WesBanco, we strive to be a leader in community development by positively impacting the communities in which we live and serve. We have developed responsible strategies to provide targeted investment, capital deployment, financial education, technical assistance, and innovative products and solutions that achieve financial inclusion for all. Our vision is to create greater economic opportunities that provide:

- The dignity of affordable housing
- The empowerment of financial inclusion
- The strength of successful businesses
- The sustainability of vibrant communities

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*We pledge to live these values:*

“ Create **EXCEPTIONAL CUSTOMER EXPERIENCES** through service and guidance that make our customers feel welcomed and empowered in their financial decisions ”

No matter the size of the community we serve, our focus remains the same: helping all communities thrive and prosper through our leadership in community development. WesBanco’s eight consecutive “Outstanding” Community Reinvestment Act (CRA) ratings demonstrate the strength of this commitment.

WesBanco’s Community Development team works throughout our footprint to assess the

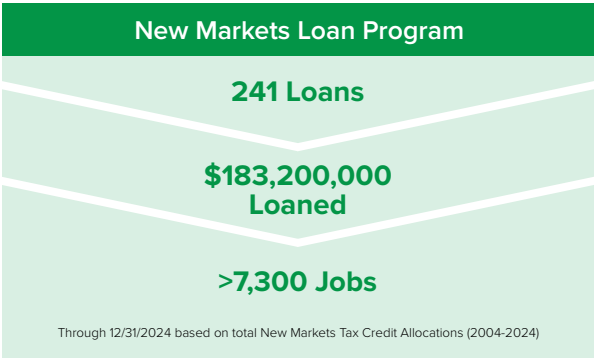
needs of the local communities and develop products and strategies that are responsive to those needs. A Community Development Council is active in each retail market to serve as a liaison between the local market and the Community Development team, supported by Regional Community Development Officers that facilitate community outreach and engagement between WesBanco employees and strategic community partners and organizations.

## WesBanco Bank Community Development Corporation

An important part of our community development strategy is the activities of the WesBanco Bank Community Development Corporation (WBCDC), a WesBanco Bank affiliate and a certified Community Development Entity. The primary function of the WBCDC is to apply for and receive funds from the New Markets Tax Credits (NMTC) program, which are awarded from the U.S. Department of Treasury’s Community Development Financial Institutions Fund. The program utilizes federal tax credits to attract private investment to highly distressed communities to promote community and economic development.

The WBCDC’s New Markets Loan Program (NMLP) is a revolving small dollar loan program that funds a variety of businesses providing critical social and commercial services to low-income residents and to benefit highly distressed, low-income communities. Funds have supported a wide range

of businesses including manufacturing, food, retail, housing, health, technology, energy, education, and childcare. As evidence of the success and innovativeness of the NMLP, the American Bankers Association Foundation honored WesBanco and the WBCDC with the Community Commitment Award in the Community and Economic Development category.





## WBCDC In Action

When WesBanco Vice President and Community Development Officer Jessica Firmstone attended the Appalachian Regional Commission conference in Chattanooga, she connected with NMTC leaders Emma Wyatt (The Innovate Fund) and Chris Miller (Three Roots Capital) to discuss the unique challenges facing underserved states like West Virginia. Their conversation underscored the urgent need for education and advocacy to ensure the NMTC program is fully leveraged—sparking the idea to organize educational sessions for West Virginia legislators and community stakeholders.

The result was the West Virginia New Markets Education Tour, a two-day event with stops in Wheeling, Fairmont, and Charleston. The tour brought together state and federal legislators, municipal officials, developers, and economic development leaders to explore how the NMTC program can drive revitalization in economically distressed areas. In addition to presentations, the tour featured insights from local leaders who shared success stories of NMTC in action. The event generated strong momentum for the program in West Virginia and laid the foundation for continued collaboration and impact across the state.

## WesBanco...We Make Change

The “We” in WesBanco is symbolic of the commitment of our entire company—from our directors to each employee—to build strong, resilient, and vibrant communities. We view our CRA responsibilities not just as obligations but as opportunities to leverage capital, resources, innovation, and financial expertise to positively impact our neighborhoods and the greater world in which we live. We have identified 5 Pillars of Community Development that serve as the foundation of our efforts to provide opportunities for all.



### We Include

A primary focus of our community development effort is to develop responsive and innovative products, programs, and initiatives to ensure financial and economic inclusion and to provide access to banking services for all consumers and business owners. We strive to ensure communities throughout our footprint retain access to the capital and investment that will retain businesses and attract residents.

## Ensuring Access to Banking Services

WesBanco employs ongoing evaluation strategies to assess that its retail delivery network is properly aligned to meet its customers’ needs efficiently and most effectively. The Community Development Department monitors the branch distribution network to ensure that it reasonably aligns to area demographics, especially in low-and moderate-income areas, geographies with highly diverse populations, and rural, underserved areas. In addition to our brick-and-mortar branches, we employ a number of alternative delivery mechanisms to serve our customers, including automatic teller machines (with access to thousands of surcharge-free machines), interactive teller machines, mobile banking, internet banking with online bill pay, person-to-person payments, telephone banking, and bank-by-mail. Additionally, we offer online deposit account opening (checking and savings) and online mortgage and small business loan applications.

WesBanco’s signature checking account, *WesBancoONE*, features advance paycheck access, the WesBanco FlexCash® option, credit monitoring, card controls and alerts, the full suite of WesBanco digital banking tools, and a companion savings account to help depositors meet their savings goals.



**WesBancoONE**

## Proprietary Lending Products

### CRA Freedom Mortgage Loan

Helps borrowers achieve the dream of affordable homeownership. We allocate up to \$20 million annually to fund this program.

### Freedom Home Improvement Line of Credit

Helps homeowners leverage the equity in their home to complete home improvement projects.

### CRA Freedom Automobile Loan

Helps low-and moderate-income borrowers purchase a vehicle through special underwriting criteria and with flexible loan terms.

### CRA Opportunity Small Business Loan

Provides a special fee waiver for businesses located in low-and moderate-income census tracts with a fixed rate, no fee, unsecured term loan to fund working capital, inventory, equipment, or other business needs. *(Eligibility and geographical requirements apply.)*

*CRA Freedom Loan Product Suite* is designed with special underwriting criteria and reduced fees to meet the needs of low-and moderate-income borrowers and improve low-and moderate-income neighborhoods. The product line includes a mortgage loan, a home improvement line of credit, and an automobile loan. *(Eligibility and geographical requirements apply.)*

*Wealth Builder Program* offers up to 100% financing on home purchases and helps homebuyers take advantage of current interest rates. Down payment assistance may be used for the down payment, closing costs, and reserves after the minimum borrower contribution (\$1,000) has been met.

*Community Heroes Mortgage Program* is a home purchase, adjustable rate mortgage loan that is available to firefighters, paramedics/EMTs, police officers, teachers (full-time, state certified, currently employed), professors, active military, National Guard and Reserve members, and nurses (including RN, physician assistant, and nurse practitioner). The program offers up to 100% financing.

*Amish Mortgage Lending Program* assist those in the Amish Community who may be unable to be underwritten using traditional criteria due to the lack of credit score or other factors.

*Weather and Storm Damage Loan Program*, which features a fixed-rate loan with no loan feed or closing costs, that is activated when severe weather and storms affect our communities, residents, and business owners.

Opportunity for All

Utilizing our strategic partnerships, we offer several financing solutions to promote empowerment and ensure opportunities for all. The following are a few examples of the programs we offer.

WesBanco’s Residential Mortgage division has partnered with CredEvolv, a national credit and debt management and financial education platform that works with potential homebuyers with low credit scores to help them improve their credit and become mortgage-ready. For each client that enrolls in the CredEvolv program, WesBanco will pay one-half of the signup fee.

Through our membership in the Federal Home Loan Bank Pittsburgh, WesBanco offers down payment assistance programs to help potential borrowers finance a home, as well as programs that provide funding for small businesses. *All programs offered through announced funding rounds. Eligibility requirements apply.*

- First Front Door (FFD): Down payment and closing cost assistance to eligible first-time homebuyers. By contributing a minimum of \$1,500 toward down payment and closing costs, homebuyers are eligible for a maximum FFD grant of \$15,000.
- First Front Door Keys to Equity Fund (Keys): down payment and closing cost assistance for first-time homebuyers that identify as a minority and/or first-generation homebuyer, as defined by the FHLBank Pittsburgh. By contributing a minimum of \$1,000 toward down payments and closing costs, homebuyers in the Keys program are eligible for a maximum grant of \$20,000 under the program.
- Banking On Business (BOB): provides secondary unsecured loans, in conjunction with a WesBanco first loan, for eligible small businesses.
- Banking On Business Inclusion and Equity fund (BOBIE): a set-aside funding pool from the BOB program especially for eligible minority-and women-owned small businesses.

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We pledge to live these values:

“Hold ourselves **ACCOUNTABLE** for our day-to-day and long-term performance”

The Federal Home Loan Bank Pittsburgh’s Affordable Housing Program (AHP) provides grants and subsidized loans for the acquisition, construction, or rehabilitation of affordable housing for households with incomes at or below 80% of the area median income. Each year, WesBanco serves as the member bank on AHP applications for its non-profit and housing developer partners throughout the region, successfully securing millions of dollars to provide and stabilize quality, affordable housing in our footprint.

WesBanco served as the member bank on three AHP applications that received funding from the FHLBank Pittsburgh during the 2024 funding round totaling **\$3,600,000**.

Affordable House Program Spotlight

One of the projects supported by WesBanco



Silver Spring, Maryland



Partner: Habitat for Humanity Metro Maryland



Funding Project: Semmes Tower



Grant Amount: \$1,500,000

Financial Education

Financial literacy is fundamental to eliminating the barriers that prevent financial inclusion for individuals and families. We rely on the expertise of our employees to provide financial education to students and adults, including homeownership counseling, credit, wealth building, budgeting, saving, financial exploitation and fraud, as well as topics of concern to small businesses. In addition to providing specialized curricula targeted to specific needs, we participate annually in the American Bankers Association’s “Teach Children to Save” and “Get Smart about Credit” initiatives to deliver financial education to school classrooms. We supplement this participation with a school savings program in certain markets to

encourage children to save. We are also proud of our work to support the Junior Achievement program in many of our markets.

WesBanco Saves, part of the national “America Saves” initiative, motivates individuals and families to save, build wealth, and reduce debt. This account earns interest, and features no minimum deposit and no minimum balance as savers pledge to save regularly towards their own savings goal. WesBanco also offers a number of free webinars on our [website](#) that cover a wide range of financial topics including avoiding fraud, financial wellness, life planning, growing a business, retirement planning, buying a home, and managing credit.

WesBanco has received the America Saves Designation of Savings Excellence award for nine consecutive years.



**\$17,000,000**

Saved through ~3,100  
WesBanco Saves  
accounts

(data as of 12/31/2024)



Teach Children To Save Day

### Teach Children To Save

**80+** employees visited **50+** schools/organizations as part of our Teach Children to Save initiative

### Get Smart About Credit

**125+** employees visited nearly **90** schools/organizations in support of Get Smart About Credit program

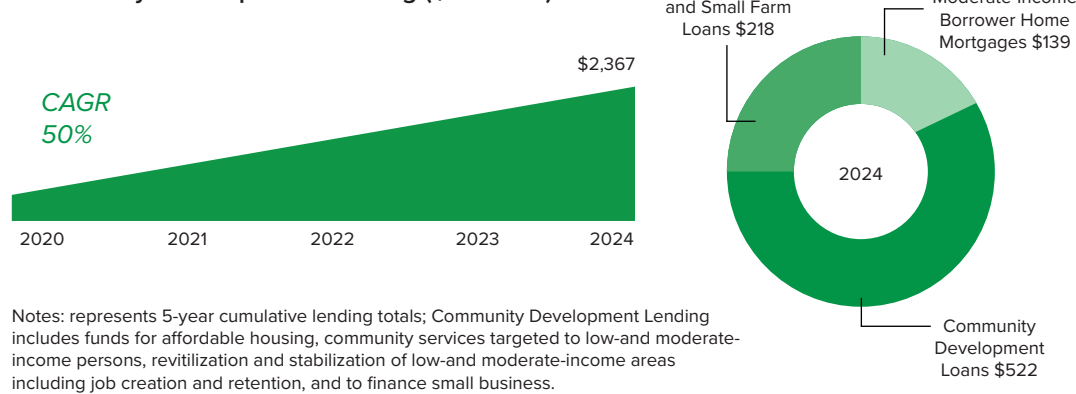


### We Fund

In Community Development, we prioritize small business lending, community development lending, and home mortgage lending for low-and moderate-income borrowers and in low-and moderate-income areas. To create strong and prosperous communities that provide opportunities for both small and large businesses to thrive and for individuals & families to find a place to call home, we fund:

- Consumer loans for home purchases and refinance, home improvement, and other consumer needs
- Business loans for small and large companies that create and retain jobs in the community and provide essential goods & services
- Commercial loans for community development projects that build affordable housing, provide healthcare, revitalize distressed areas, and fund vital economic development strategies
- State and local government bonds that provide financing for crucial community projects and operations
- Loans to non-profit organizations that provide essential community development services

#### Community Development Lending (\$ millions)



>**7,800**

Loans to low-and moderate-income families to help with homeownership



~**17,000**

Loans made to assist small businesses and small farms

(cumulative data for 2020-2024)



### We Partner

At WesBanco, we utilize strategic partnerships to provide innovative financing options for our customers, and to engage in initiatives that transform and revitalize communities. We leverage partnerships with non-profit organizations, governmental and quasi-governmental entities, and other third-party service providers to offer an extensive list of community development programs. WesBanco is a three-time recipient of the FHLBank's "Pillar of the Community" award for its work in promoting community stability and revitalization.

#### We partner with:

- Federal Home Loan Bank of Pittsburgh
- U.S. Small Business Administration
- USDA Rural Development
- Federal Housing Administration
- U.S. Department of Agriculture
- U.S. Department of Veterans Affairs
- Freddie Mac
- Fannie Mae
- State Housing Associations
- Other state and federal agencies



### We Invest

WesBanco's commitment to community development is based on the principle of returning assets to the community. Our annual CRA investment goal ensures a significant level of community development investment that will provide capital for new businesses, create affordable housing opportunities, aid non-profit community organizations, and fund state and local bonds that construct and improve schools, roads, water systems, government buildings, community facilities, and that improve access to broadband internet. We generally invest in:

- Low-Income Housing Tax Credits (LIHTC)
- Mortgage-backed securities
- Equity equivalent investments that fund Community Development Financial Institutions (CDFIs)
- State and local bonds
- Equity investments including funds for venture capital
- Targeted investments for community and economic development

**2024 Community Development Investments**  
**\$133,000,000**





*WesBanco has made a \$50,000 commitment to The Arc Prince George's County for the renovation of five single family homes, housing adults with developmental and intellectual disabilities.*

*The Arc Prince George's County provides a lifetime of support, understanding, and opportunities to individuals with intellectual and developmental disabilities and their families.*

As part of our overall investment strategy, we provide philanthropic donations to hundreds of worthwhile organizations throughout our footprint. These contributions provide critical support to address issues such as employment, housing, education, financial literacy, healthcare, and community & social services including food insecurity and homelessness. We are especially proud of our participation in programs that provide impactful community and economic

development to revitalize communities and neighborhoods. In addition to charitable contributions, through our corporate sponsorship program we provide sponsorships to local organizations and groups to support activities throughout our communities. Further, we routinely provide “in-kind” donations of furniture, fixtures, office supplies, and other tangible assets to organizations and schools throughout our communities.



We Serve

At the heart of WesBanco's successful community development program is its commitment of time and resources to our communities. We are a leader in performing highly qualified community development services throughout each of our CRA assessment areas. WesBanco directors, officers, and employees provided technical assistance or financial education to organizations and agencies that promote affordable housing, economic development, revitalization or stabilization of low-income and other distressed communities, and services for low-and moderate-income persons and other disenfranchised populations.

WesBanco participates in many fundraising events for worthy organizations throughout our footprint, such as for the United Way,

Easter Seals, March of Dimes, American Heart Association, American Cancer Society Relay for Life and Rally for the Cure, American Red Cross, and the Shriners Medical Center, among others.

We have a robust outreach program across all business lines that provides opportunities for our employees to call on non-profit organizations, community development service providers, economic development organizations, and small and large businesses to ensure we are assessing the needs of our communities. This outreach, along with our service activities, often leads to speaking opportunities for our employees to relay their banking knowledge and experiences for local, state, regional, or national events and conferences, as well as to contribute to industry publications.

<div>\$5,000,000</div> <div>Total Community Development Philanthropic Donations</div> <div>(cumulative data for 2020-2024)</div>	<div>\$1,165,500</div> <div>Total Corporate Sponsorships</div> <div>(cumulative data for 2024)</div>	<div>~58,100</div> <div>Total Community Development Service Hours</div> <div>(cumulative data for 2020-2024)</div>
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Our Culture

Other companies call them values. At WesBanco, we call it our Pledge to emphasize a commitment-based approach to these values. Our Pledge forms the foundation of our culture. It aligns our team members' actions with our mission and vision and guides how we operate and make decisions as we execute our strategy. Our team members' commitment to our Pledge helps ensure our success as a premier financial institution for our customers and communities.

Our commitment to human rights.

M | V | P

*We pledge to live these values:*

“ Embodiment RESPECT by recognizing and embracing the contributions and value of all people in every interaction ”

Our people are the lifeblood of our organization. *Together, we pledge to:*

Embody **RESPECT** by recognizing and embracing the contributions and value of all people in every interaction.

Create **EXCEPTIONAL CUSTOMER EXPERIENCES** through service and guidance that make our customers feel welcomed and empowered in their financial decisions.

Commit to protecting our customers and people through ethical, responsible, and consistent decision-making that ensures the **SOUNDNESS AND STABILITY** of our organization.

Hold ourselves **ACCOUNTABLE** for our day-to-day and long-term performance.

Be **STEWARDS** of our communities by investing our time and resources for the good of all.

Employee recognition is central to celebrating and reinforcing our culture and values. Each month, our MVP program celebrates employees nominated by their colleagues as outstanding examples of living the Pledge in support of our mission, vision, and strategy. We also honor employees for their years of service and commitment to our company and customers through our yearbook program. As of December 31, 2024, the average tenure of our full-time employees was approximately 10 years and 18 years for our executive officers.

We know culture and engagement are not finite but rather must be continually shaped and supported. We strive daily to ensure our people feel valued, respected, and empowered to succeed in both their careers and lives. To that end, we conduct an annual Employee Satisfaction Survey, which highlights strengths and opportunities and enhances our organizational culture by ensuring every employee feels heard.

**MVP Spotlight**

Each month we honor MVPs like Victoria, who deliver on our pledge values: Respect, Exceptional Customer Experiences, Soundness & Stability, Accountability, and Stewardship.

Victoria, a Customer Service Provider, identified fraud and helped protect a customer from financial loss. The customer was so appreciative that he returned in-person to thank her.



*In our most recent survey, approximately:*

**95%**

of our survey respondents agree they are proud to work for WesBanco

**92%**

responded they are supported by their manager in their career goals and development

**93%**

of respondents feel surrounded by people who respect their values

**90%**

of our survey respondents have shared with people outside the organization that WesBanco is an excellent place to work

Our mission is to build lasting prosperity not only for our customers and communities but also for our organization and people. At every level of the organization, we're continually striving to build a workplace culture where purpose, belonging and opportunity thrive, ultimately benefitting all our stakeholders.

Reflecting our efforts to foster a strong sense of employee purpose and engagement, WesBanco has been recognized as one of **America's Greatest Workplaces for 2024 by Newsweek**, receiving a four-and-a-half out of five-star rating and one of fewer than 30 banks in the second annual ranking, spanning nearly 80 individual business sectors. WesBanco was also recognized by Newsweek as one of **America's Greatest Workplaces for Parents and**

**Families 2024**, receiving a five-star rating and one of just seven banks to receive this highest performance mark. By fostering a supportive and family-friendly workplace, we enhance the well-being of our team members and contribute to our broader vision of making every community we serve a better place for people and businesses to thrive. When our employees and their families thrive, so do our organization and communities.



# Our People

At WesBanco, we are committed to recruiting and sustaining a work environment where all employees feel included and empowered. We respect the unique contributions each individual brings to our bank, and offer training and development opportunities to foster an environment where all backgrounds, perspectives, and experiences are valued and respected.

We continually look to welcome excellent talent to join our WesBanco family. Our job postings

reach a variety of recruiting sources as well as colleges and universities, veterans organizations, and organizations for people with disabilities and, during the past year, our job postings have been forwarded to more than 600 organizations. We recently expanded our recruiting program to include specific-job boards. WesBanco strives for a workforce that reflects the makeup of the communities it serves.





### Building Workplace Community

In 2024, WesBanco hosted three Workplace Community Inclusion Symposiums. Over the years, these symposiums have evolved from two distinct events—one focused on career development for women officers and another on leadership for minority employees—into a unified event celebrating all aspects of our diverse workforce. The symposiums featured guest speakers on topics relevant to creating and sustaining top talent.

We introduced Employee Resource Groups (ERG) to the organization—Women of WesBanco,

Multicultural, and PRIDE. We encourage participation of employees who associate, through commonality, with each of the three ERGs and employees who wish to participate through allyship and sponsorship. ERGs help to educate all employees on the value of unique contributions to the bank’s success. This introduction further showcases how we prioritize our commitment to recruiting, retaining, and developing our workforce and how we foster an environment that respects and values all our employees, their families, and the communities which we serve.



## Investing in Talent

At WesBanco, we invest in recruiting, developing, and engaging a workforce that is committed to delivering for our customers. Investing in our people is crucial to delivering on our promise of providing a better banking experience for our clients.

We invest in our talent in two key ways: recruiting dedicated and mission-aligned people to join our WesBanco family; and providing professional development opportunities that support our employees’ professional growth. WesBanco is committed to talent across our footprint. In addition, the executive officers of the corporation annually engage in a formal process of management succession which includes both a review and assessment of talent, skills, and leadership in a series of meetings that assess “promotability” and identify and develop depth at key positions throughout the corporation.

## Talent Programs

WesBanco seeks innovative individuals who are committed to providing exceptional customer service. We provide opportunity for individual career growth with a competitive benefits package. We have developed several channels that support our recruiting efforts across our company and the markets in which we live and serve.

- Our most successful source for talent with the right skills and experiences comes from our current WesBanco team members, and our Employee Referral Program accounts for approximately 27% of our total new employee base each year.
- As young professionals have sought companies where they can grow and develop, we have developed our Bank Associate Program to offer candidates a 12-18 month career path development plan that includes opportunities to grow as a professional, broaden skills through continuing education, and rotate through various areas of the bank.
- We also offer both Internships to assist students with educational goals and college expenses, and seasonal employee programs to maintain our exceptional customer service during the summer months and to identify future talent to join our company.

## Talent Development

We support our employees’ growth and development through education, training, and leadership opportunities. Investing in our people today supports the development of our leaders of tomorrow. According to our 2024 Employee Satisfaction Survey, more than 92% of respondents replied they are supported by their manager in their career goals and development.

In addition to our leadership succession program, we also offer dedicated leadership development programs:

- Our Leadership Challenge Workshop is an interactive, in-house workshop for high potential employees where they learn and discover in detail, the “Five Practices of Exemplary Leadership®,” a proven model for developing effective leaders.
- We believe that our employees succeed when they are empowered by their leaders. Our WE SOAR training program (Welcome, Expectations, Success recognition, Opportunities uncovered, Action step development, Reinforcement of best practices) was developed to help officers of the bank embrace a mindset of leading and coaching versus managing.

## Education and Training

We strive to support all employees with opportunities for further training and education, as we believe that every employee should have the opportunity to increase their knowledge and skills to progress in their work. In addition to our internal talent development programs, employees also have access to courses and programs offered by the American Institute of Banking, our various state Bankers' Associations,

## Employee Health and Well-Being

We believe that for our people to succeed professionally, we also must support them and their families personally.

We offer a comprehensive and competitive [benefits program](#) that includes, among other benefits, **medical, dental, and vision insurance; flexible spending plans; transportation benefits; retirement savings plan;** and a generous **PTO policy**. In addition to our benefits, we offer a **Health and Wellness Program** that supports employees in making healthy choices in their work and home lives. The Health and Safety of our employees is addressed in our Code of Business Conduct and Ethics. We also have specific policies against violence and threatening behavior, as well as prohibiting anyone from reporting to work under the influence of drugs and alcohol. A review of our workplace safety statistics across the WesBanco footprint shows low numbers in the

and other organizations. WesBanco partners with the American Bankers Association (ABA) to provide resources for professional development, industry insights, and networking opportunities. To further support employees, we offer an Employee Educational Assistance Program to cover certain expenses pertaining to continuing education or development opportunities.

areas of lost time and production due to safety issues. Additionally, we've adopted a flexible work environment that contributes to our employees' quality of life and well-being.



We're always looking for great talent to hire across our footprint. We encourage you to visit our [Careers](#) website and look forward to welcoming you to the WesBanco team.

### WesBanco Health and Wellness Program

- ✓ Encourages wellness habits and increases awareness of employee choices toward their and their families' well-being
- ✓ Access to free counseling sessions
- ✓ Access to free Health and Welfare Advocacy Program for all employees, regardless of insurance
- ✓ Access to free telemedicine to all employees regardless of insurance
- ✓ Reimbursements for fitness programs, like race entrance fees or athletic competitions



# Our Commitment to Environmental Stewardship

**WesBanco is focused on demonstrating our commitment to being good stewards of the environment and of our clients' financial well-being.**

As a community-focused bank, we care not just about offering the best banking experience to our customers but we also care about strongly supporting them and our shared communities to help ensure their long-term success. This includes doing our part to minimize our environmental impact and operate in a reasonable and responsible manner. Across our footprint, we are working hard to reduce the impact of our operations. Today, we have several programs that play an important role in helping to reduce our carbon footprint.

## Energy Efficiency and Waste Management

Across our company, we are continually adopting more energy-efficient practices. We have installed LED lighting, which uses less energy than traditional light bulbs, in all our new buildings and remodels, and are transitioning the remainder of our locations, in particular external lighting, which generally consumes more energy than interior lighting. We carefully balance the age of existing lighting and the desire to install LED lighting to minimize electronic-related waste and ensure good stewardship of our shareholders' capital. Through the last few years, we have converted roughly 30% of our facilities to LED lighting, and will continue to convert more as we remodel our locations. In an effort to minimize energy needed to light our office and retail spaces, we are designing buildings to maximize natural light. This design focus also creates a more employee-friendly workspace, as studies have shown that greater exposure to natural light in offices can improve employee satisfaction and productivity. In addition, we have committed to improvements to our infrastructure, including energy-efficient HVAC capital improvements, upgraded our ATM fleet with the latest technology, and other digital product enhancements.

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*We pledge to live these values:*

“  
**Be STEWARDS of our communities by investing our time and resources for the good of all**  
”



We have significantly expanded our array and availability of digital products and services which allow our customers to open accounts, apply for loans, purchase insurance, make deposits, utilize P2P payment technology, and much more, either online or via their mobile device. Reflecting the strength of our digital offerings, since 2019, we have experienced a 100% increase in mobile deposits, a 60% increase in mobile and web logins, and a nearly 60% increase in bill pay by our customers, as well as a commensurate decrease in transactions conducted across our current financial center footprint.

Besides allowing customers to engage with us at times that best fit into their daily schedules, this increased utilization of our digital offerings minimizes the environmental impact associated with their having to travel to one of our financial centers to conduct their financial transactions. We continue to evaluate and adapt our branch strategy, taking environmental impact into consideration. Our new financial centers have reduced square footage of approximately 50%, as compared to our legacy facilities, and increased technology offerings, allowing us to serve our customers in a more operationally and environmentally efficient manner. While continuing to serve our customers effectively across our markets, since December 31, 2018, we have reduced our financial center footprint by more than 25%.

The adoption of a flexible workforce has assisted our efforts for employee satisfaction, long-term sustainability, and reducing our overall carbon footprint. As of December 31, 2024, half of our total workforce, including 93% of our operational support areas, were in either a 100% remote or hybrid (in-office/at-home rotating) schedule, which has added to the quality of life for our employees and increased employee satisfaction with their work/life balance. Our flexible workforce directly correlates with a decrease in our carbon footprint related to carbon emissions from a reduction in employee commutes to the office, and the reduction in our in-office presence positively impacts our greenhouse gas emissions, office waste, building and supply usage, electricity consumption, and water usage.



We have been working diligently on the calculation of our scopes 1, 2 and 3 greenhouse gas emissions. Since 2022, we have partnered with a third-party carbon accounting and sustainability management leader, created auditable processes for data collection, and modeled baseline emissions.

While WesBanco operates in a primarily digital format, we have adopted practices to limit the impact of printing and use of paper when it is necessary, as well as incentivize our customers to utilize electronic account statements. Through Hewlett-Packard’s “Planet Partners,” we purchase exclusively recycled printer toner, as well as recycle the toner cartridges when they are depleted. We also encourage our employees to actively participate in our corporate-wide recycling efforts. We place a heavy emphasis on recycling any paper used and continue to evaluate and identify new opportunities to further improve our energy efficiency and waste management. We have eliminated non-recyclable and non-environmentally friendly supplies from the employee break areas across our footprint; and, have significantly increased usage of “green” office supplies.



# Our Business

## Governance

**WesBanco is committed to maintaining strong corporate governance practices that allocate rights and responsibilities among stockholders, the Board of Directors, and management, in a manner that benefits the long-term interests of the Corporation’s stockholders.**

Our long-term growth strategy is built upon one of the strong legacies of our franchise, which is maintaining our strong culture of credit quality, risk management, and compliance—principles upon which our company was founded more than 155 years ago. Furthermore, our strong corporate governance practices serve as the foundation of our commitment to our communities and people.

WesBanco’s corporate governance practices are designed not only to satisfy regulatory

requirements but to provide for effective oversight and management of both internal and external risks. Our Board of Directors, as well as management, regularly evaluate our structures, processes, and policies to promote accountability, inclusion, and ethical behavior. More information on our strong governance practices and Board of Directors may be found on our [Investor Relations website](#). Among its several committees, the Board has a Nominating Committee, a Compensation Committee, and an Audit Committee, all the members of which are independent directors. In addition, the independent directors meet in an executive session, without management, at least twice each year. Independence is determined in accordance with Nasdaq and SEC standards. Finally, all directors are required to own common stock of WesBanco.

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*We pledge to live these values:*

“ **Commit to protecting our customers and people through ethical, responsible and consistent decision-making that ensures the SOUNDNESS AND STABILITY of our organization** ”

# Doing Business with Integrity

WesBanco has implemented an enterprise risk management (ERM) framework to identify and manage our risk exposures while maintaining a safe and sound banking organization. Included in this framework are three independent lines of defense, which allows WesBanco to effectively govern and manage risk. Our board level Enterprise Risk Management Committee manages our ERM framework and meets quarterly with WesBanco’s management team.

In addition to reviewing current risks, the Committee reviews emerging risks that have been identified through peer interactions, media, regulatory examinations and pronouncements, legal updates, and other sources. Overseeing the risk management process is one of the Board of Directors’ most important responsibilities. The Audit Committee has a primary role in risk oversight, and the Board has also established a separate Enterprise Risk Management Committee (ERMC). The Board’s ERMC consists today of five directors, including the Chair of the Board and the Chair of the Audit Committee. The Committee meets quarterly to review the Risk Management department’s assessment of WesBanco’s risk profile, as well as the Company’s sustainability program. The ERMC is well attended by the directors and senior management, and also includes representation from the Chief Risk Officer, general counsel and other risk management personnel, as well as representation from internal audit, information security, compliance, BSA, and financial reporting.



- ✓ Comprehensive “risk appetite” statement
- ✓ Independent Chief Risk Officer
- ✓ Independent Chief Internal Auditor
- ✓ Strong Board of Director Oversight

# Enterprise Risk Management Lines of Defense

To effectively govern and manage the Company’s approach to Risk Management, the ERM framework is built on three lines of defense. Each is necessary for effective management of risk and control and provides clarity to specific roles and responsibility.

- 1

The first line of defense is comprised of Business Unit Managers, who define and manage processes, people, and technology. The first line of defense generates both financial and non-financial risks to the Company and are ultimately the owners of the risk. They are responsible for the assessed level of risk and for defining and implementing risk response plans (establishing controls) to bring the risk within the bank’s risk tolerance. The first line of defense is comprised of both customer facing and operational areas of the Company as their roles are all critically involved in the delivery of products and services.
- 2

The second line of defense is comprised of Risk and Control Specialists who support first line of defense in their ownership of risk and control and support management by ensuring risks and controls are effectively managed. The second line of defense is responsible for implementing and managing the ERM framework while maintaining an aggregate view of risk; ensuring control and risk management processes implemented by the first line of defense are designed appropriately and operating as intended; providing effective and credible challenge to the first line of defense; identifying and monitoring known and emerging risks; identifying shifts in the bank’s risk appetite and risk tolerance; monitoring and reporting key metrics to the Board of Directors or committee thereof; and, escalating critical issues and emerging risks.
- 3

Internal audit serves as the third line of defense and provides the Board with independent and objective assurance regarding the efficiency and effectiveness of governance, risk management, and internal control. The third line of defense is distinguished from the other two lines through its high level of organizational independence from all levels of management which is further strengthened by direct reporting to the Board of Director’s Audit Committee. The third line of defense is responsible for independently assessing the ERM framework and providing a view of Risk Management activities at an organizational level.

Each line of defense has unique positioning and responsibilities with the same ultimate objective: help the Company achieve its objectives with effective management of risk. Although each line is separate, they do not operate in silos—they share information and coordinate efforts regarding risk, control, and governance.

Stress testing allows for consideration of various events that could be encountered and provides insight into how those events might impact capital, liquidity, and/or credit. The objective of stress testing is to provide the Company with insight to continually improve risk management strategies in place to withstand adverse conditions. The Company performs regular stress testing to ensure financial stability and resilience.





## Information Security and Data Privacy

WesBanco relies on information systems and communications for operating and monitoring all major aspects of business, as well as internal management functions, and is committed to ensuring the security of customer personal and financial information. WesBanco has an information security policy and committee, as well as a Critical Incidence Response Team, which is tasked with responding 24/7/365 to critical incidents, including information security. Further, under the leadership of our Chief Security Officer and Chief Information Officer, WesBanco has implemented policies, procedures, and technical safeguards designed to prevent or limit the effect of any failure, interruption, intrusion, or security breach of its information systems. To best protect the Company and our customers, we regularly work with third parties to assess and certify our security systems to ensure they meet or exceed top information security standards, implement new information security tools to address these dynamic risks; and participate in periodic information security testing with various expert third parties. These assessments and tests assist management in identifying and mitigating information security risks.

## Cybersecurity Oversight

Our Board of Directors is highly focused on the risks that technology poses to the bank and our customers, with multiple directors considered experts on information technology and security. At each meeting, the Board regularly receives reports from our security team that include current controls in place, updates to controls and policies, emerging risks, and performance against related KPIs. Furthermore, the ERM C oversees information security risk and meets at least quarterly. The ERM C is comprised of five directors, four of whom are considered independent with at least one director considered an expert on information technology, data processing, and cyber security. As components of our overall information security strategy, we maintain a state of high vigilance; ensure the strength of our processes, systems, training, and safeguards; and retain information security risk insurance.

## Third Party Risk Management

Third party technology relationships also pose a risk to the organization. As such, third-party risk management processes are aligned with regulatory requirements and are another key focus area within the company's enterprise risk management framework. WesBanco employs a third-party risk management program that includes a systematic evaluation of potential risks associated with engaging third-party vendors, suppliers or partners that may have access to WesBanco's sensitive information, systems, or networks. This process is also intended to provide for the security and integrity of WesBanco's data that may be stored on third-party systems. The process identifies and addresses potential security vulnerabilities, safeguarding WesBanco's information assets and reducing the overall risk of cyber threats. Third-party providers are evaluated during onboarding and throughout the ongoing relationship based on the level of risk that the service being provided presents to the organization. The evaluation process includes a thorough review of operational practices related to cybersecurity, use of artificial intelligence, and considers factors that impact the protection of company and customer data.

## Cybersecurity and Artificial Intelligence Awareness

A vital component of our information security program is ongoing education and training for the end users, including both our employees and customers. All employees are required to successfully complete annual training related to cybersecurity, identify theft, social engineering, and information security and safeguards. In addition, WesBanco regularly performs internal anti-phishing education campaigns to ensure employees understand and comply with our stringent security protocols and policies. Awareness of artificial intelligence use, both risks and advantages, is also included in ongoing training. The results of these campaigns are tracked against industry averages for financial services and reported to the Board of Directors. A key part of our customer education is our [Security Center](#) prominently located on our website. Within the Security Center we provide information on alerts, common scams, and tips to secure yourself from attacks and transact safely in a digital banking world. *Remember: WesBanco will never ask you to send personal or financial information by, in response to, or via a link in an email or social media posting.*



## Bank Secrecy Act and Anti-Money Laundering

The objective of Know Your Customer (KYC) is to prevent banks from being used, intentionally or unintentionally, for money laundering activities. KYC procedures also enable banks to understand their customers and their account activity better, which manages risks. Our risk management practices stress the importance of customer due diligence through four essential elements necessary for a sound KYC Program. These elements are customer acceptance policy, customer identification, ongoing monitoring of higher risk accounts, and risk management.

## Government Relations and Public Policy

The Company and its directors are prohibited from making payments to an officer, employee, or agent of government (local, state, federal) for the purpose of influencing the officer, employee, or agent affecting any governmental action. In addition, no payment or article of value shall be made or given by the Company to any political party, candidate for public office in respect to his/her candidacy, or any committee or group formed for the purpose of supporting such party or candidate.

## Business Ethics

Business ethics is more than just doing things the right way—it involves professionalism, integrity, and respect. WesBanco's commitment to business ethics is governed not just by our corporate policies but also by our Mission, Vision, and Pledge.



Annual acknowledgement  
of Code of Conduct and  
Ethics Policy



Annual disclosure  
questionnaire for board  
members and executive  
officers



Ongoing training programs  
and senior management and  
board reporting



Anonymous confidential  
whistle-blower hot line

Our [Code of Business Conduct and Ethics](#) (Code) was formulated to identify laws and regulations and establish the Company's guidelines and policies concerning some of the most common and sensitive business activities. It is expected that all employees comply with the Code and training to ensure their understanding and adherence to the Code is conducted annually. The Code addresses, among other things, the handling of confidential information; conflicts of interest; gifts and entertainment; use of position; board responsibilities; discrimination and harassment; insider trading; and health and safety. During 2024, 100% of our employees completed our Corporate Policy Review and acknowledged our policies, including the Code.

Further, we had a 98% completion rate for all required training during 2024, including courses on Cybersecurity, Phishing and Social Engineering, Workplace Physical Security and Safety, Identify Theft Prevention, Data Security, Robbery Prevention and Response, OFAC, and BSA/AML, as well as business line specific training.

We have implemented additional policies to provide guidance as follows:

- The Human Resources Policy Manual includes expectations on how employees should conduct themselves and details our Whistleblower Policy.
- The Insider Trading and Director Confidentiality Policy provides clarity on confidentiality requirements and insider trading definitions.
- The Enterprise Services Policy governs our project management process and includes guidelines for requests for proposal and vendor selection for significant initiatives.

### Whistleblower Program

The Company maintains a whistleblower program allowing submission of anonymous concerns via online access or phone, without fear of retaliation. In order to facilitate the reporting of employee complaints or alerts, the Company has established procedures for the receipt, retention, and treatment of complaints to assure anonymity and appropriate resolution. Alerts regarding accounting, internal accounting controls, or auditing matters are disclosed to the Audit Committee along with details on follow-up and resolution. Employees have various options for reporting incidents and follow-up. Employees are not, under any circumstances, subject to reprisals for reporting incidents and their identity, insofar as possible, remains confidential. Reported incidents are verified independently in a consistent manner following current policy and procedures, and, if they are confirmed, the Company takes all necessary steps to identify appropriate corrective action and/or discipline. The Chief Risk Officer and Chief Audit Executive monitor submitted alerts and report the status of all submissions to the Audit Committee on a quarterly basis.

### About this Report

WesBanco Investor Relations releases this report on an annual basis.  
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