



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. 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 interaction with our employees, customers, communities, and shareholders.

Our Employees' Commitment

WesBanco recruits, develops, and engages a high-performance 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. Periodically, WesBanco conducts an employee engagement survey to gain insight into issues that may impact their work environment.

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 to embracing 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 an anonymous whistleblower form and the Customer Complaint or Employee Concern form, which is administered by a third-party company.

Our Code of Conduct and Ethics outlines how we are expected to behave and serves as a guide for ethical decision-making throughout the organization. This policy outlines the high standards of ethical business conduct that WesBanco expects from its employees when interacting with team members, customers and other stakeholders. 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 of Conduct and Ethics.

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. 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.