

## 2025 Equal Opportunity and Affirmative Action (Section 503 and VEVRAA) Policy

### Equal Opportunity

The PNC Financial Services Group, Inc. (“PNC”) is committed to maintaining a work environment free from all forms of unlawful discrimination and harassment. Therefore, it is PNC’s policy to prohibit discrimination and harassment (including sexual harassment) against any applicant, existing employee, vendor, contractor, customer, or client on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity/expression, age, ancestry, marital status, genetic information, family medical history, pregnancy, disability, military or protected veteran status, or any other basis that would be in violation of any applicable ordinance or law. PNC also prohibits all forms of retaliation against any individual who makes a good faith complaint of harassment or discrimination or who participates in an investigation conducted by PNC or an outside agency into such complaints.

### Affirmative Action

PNC is a federal contractor subject to Section 503 of the Rehabilitation Act of 1973 (“Section 503”) and the Vietnam Era Veterans Readjustment Assistance Act of 1974 (“VEVRAA”). Affirmative Action Plans and related processes have been developed and implemented throughout PNC to ensure that good faith efforts are made to employ and advance in employment individuals with disabilities and protected veterans at all levels of employment. Protected veterans include disabled veterans, active duty wartime or campaign badge veterans, recently separated veterans and Armed Forces service medal veterans.

PNC's objectives are to implement programs and practices to actively recruit, promote, and provide career opportunities for qualified individuals with disabilities and protected veterans and to ensure that all personnel actions are administered, without regard to an individual’s protected veteran or disability status. All employment decisions will be based only on valid job requirements. PNC has developed internal audit procedures to monitor the development, implementation, and progress of these objectives.

PNC's employees and applicants will not be subject to intimidation and/or harassment because they have engaged in or may engage in any of the following activities: filing a complaint; assisting or participating in an investigation; opposing any act or practice made unlawful by the provisions of VEVRAA, Section 503, or implementing regulations; or exercising any other right protected by VEVRAA, Section 503, or implementing regulations.

The non-confidential portions of Affirmative Action Plans for individuals with disabilities and protected veterans shall be available for inspection upon request by any employee or applicant for employment by contacting PNC’s EEO team at 412-762-0381, Monday through Friday from 9:00 am – 4:00 pm.



**William S. Demchak**  
**Chairman and Chief Executive Officer**  
**2025**