

1-844-954-0390

www.pebo.ethicspoint.com

Peoples Bancorp Inc. and its subsidiaries (collectively, “Peoples”) has demonstrated a strong commitment to honesty and integrity through the adoption of a Code of Ethics and through our Employee Promise “Circle,” which stands for: Clients First; Integrity Always; Respect for All; Commitment to Community; Lead the Way; and Excellence in Everything. In order to further this commitment, we have contracted with an independent, third party experienced in handling confidential matters on an anonymous basis. You may call the above number or submit a report on the above website 24 hours a day, 7 days a week, to report any suspected violation to our Code of Ethics.

Here’s what you can expect when you call:

1. You will be greeted by a friendly interviewer, who will document the situation with you in detail. You are not required to give your name, and your call will not be recorded.
2. The interviewer will assign a report number to you, and ask you to make one call-back.
3. The interviewer will relay your concern to Peoples for investigation.
4. Using the report number and scheduled call back date given to you by the interviewer, you should call for follow-up. You may be asked additional questions or asked to add any additional information at that time.

Here’s what you can expect when you submit a report on the website:

1. After you complete your website report, you will be assigned a unique code called a “report key”.
2. Write down your report key and password and keep them in a safe place.
3. After 5-6 business days, use your report key and password to check your report for feedback or questions.

SOME COMMON EXAMPLES OF BUSINESS CONDUCT ISSUES ARE:

- Accounting and auditing irregularities · Theft and fraud · Conflicts of interest · Securities Matters · Insider trading · Destroying, altering, or falsifying company records · Disclosure of proprietary information · Misuse of corporate assets · Harassment/discrimination · Use or sale of illegal drugs · Bribery · Threats to personal safety · Creating or ignoring safety or environmental hazards · Violations of antitrust, environmental, or other government compliance regulations

We appreciate your time and dedication to helping us ensure the reputation of Peoples remains intact.

This document was last updated on February 18, 2021.