

**FEDERAL HOME LOAN BANK OF PITTSBURGH CHARTER FOR THE
DIVERSITY, EQUITY AND INCLUSION COMMITTEE
OF THE BOARD OF DIRECTORS**

January 2025

Purpose

The Diversity, Equity and Inclusion Committee (“Committee”) is a committee of the Board of Directors of the Federal Home Loan Bank of Pittsburgh that assists the Board with the oversight of bank-wide Diversity, Equity and Inclusion (DEI) matters. The Committee promotes effective management of DEI strategic framework and is intended to work in tandem with the other Board committees that are assigned oversight of related functions.

The Committee oversees the Bank's DEI strategic framework to determine if the resources and composition of DEI-related activities are commensurate with the extent and complexity of the Bank's business activities and associated regulatory guidance. The Committee shall assure the following items occur either in this committee or other relevant committees:

- Receive and review regular reporting from and discussion with the Chief DEI Officer (CDEIO). The CDEIO shall report regularly to the Committee on significant developments in the management of DEI programs, strategies and emerging topics. The CDEIO shall also report regularly on the adequacy of current DEI policies and procedures and shall recommend any adjustments to such policies and procedures that they consider necessary or appropriate.
- Approve DEI Policy and Equal Opportunity in Employment and Contracting Policy
- Review and approve annual items such as: the Office of DEI budget, the DEI strategic plan and associated performance metrics
- Conduct focused discussions with emphasis on workplace, workforce, marketplace, and DEI program sustainability of the DEI strategic plan including performance metrics, trends and related strategic actions
- Ensure that DEI programs and plans support DEI objectives and meet all applicable legal and regulatory requirements
- Ensure the Bank develops and continues to evolve its strategic plan regarding DEI activities, provides sufficient resources to ensure its successful implementation and sustainability, and assesses the progress and performance made under the plan
- Ensure that human capital and community related aspects of evolving Environmental, Social and Governance (ESG) frameworks are incorporated into DEI strategies and metrics

- Review reports from Audit and the FHFA regarding Bank's DEI Office and associated strategic framework and programs
- Review Board diversity leadership, succession, skills assessment, FHLBanks' Board diversity reference guide
- Develop and participate in annual DEI training
- Review and approve diversity outreach and related actions for each annual director election and for all vacancy filling activities upon report of recommendation from the Governance Committee

Membership and Meetings

The full Board shall comprise the membership of the Committee and shall designate its Chairperson and Vice Chairperson. The Chairperson shall have overall responsibility for leading the Committee. The Chairperson will actively embody inclusive leadership behaviors and traits to ensure the committee members are inclusive in their professional interactions. The Vice Chairperson shall have an active role in supporting the Chairperson by serving as a principal point of contact for management on a subset of the issues for which the Committee is responsible. Sufficient meetings will be scheduled to permit full and timely oversight of the Bank's Diversity, Equity and Inclusion functions. The Committee has the authority to obtain advice and assistance from outside legal, accounting, or other advisors as the Committee deems necessary to carry out its duties. The Bank's Chief Diversity, Equity and Inclusion Officer will staff the Committee and function as the Committee Secretary. Written minutes of the Committee will be prepared by the Secretary for each meeting. Detailed minutes of any executive session of the Committee will not be maintained; however, topics discussed will be noted in the written minutes. The approved original minutes will be forwarded to the Corporate Secretary for distribution to the full Board of Directors and filing with the Federal Housing Finance Agency.

Approved by the Board of Directors: December 12, 2024