

**CHARTER
OF THE COMPENSATION AND HUMAN CAPITAL COMMITTEE
OF THE BOARD OF DIRECTORS OF
TRUIST FINANCIAL CORPORATION**

Purpose

The Compensation and Human Capital Committee (the “Committee”) of Truist Financial Corporation (the “Corporation”) is appointed by the Board of Directors (the “Board”) to discharge the duties of the Board related to executive compensation, and to oversee and review the compensation and benefit plans of the Corporation consistent with the Corporation’s compensation philosophy. The Committee will monitor the Corporation’s compensation and benefit plans and review and provide input with respect to the Corporation’s human capital strategy (including diversity, equity and inclusion, and talent management) to assist in recruiting and retaining qualified employees. In connection with such efforts, the Corporation will emphasize a performance-based approach to total compensation, which is tied to the financial results of the Corporation, as well as associating the interest of employees with that of the Corporation.

Committee Membership

The Committee members and its Chair are appointed annually by the Board, on the recommendation of the Nominating and Governance Committee of the Corporation, and may be replaced by the Board. The Committee shall have at least three members. All members must meet the independence requirements of the New York Stock Exchange, the rules and regulations of the Securities and Exchange Commission, the Corporation’s Corporate Governance Guidelines, and any standards of independence as may be prescribed by any applicable listing standards, laws and regulations relating to the Committee’s duties and responsibilities. In addition, two or more members of the Committee shall be “non-employee directors” as defined in Rule 16b-3 under the Securities Exchange Act of 1934 (“Rule 16b-3”).

The Committee may delegate to its Chair, to a subcommittee of at least three Committee members, or to management of the Corporation, such power and authority as the Committee deems to be appropriate, except such powers and authorities required by law or regulation to be exercised by the whole Committee. In particular, the Committee may delegate the approval to grant awards and other transactions and other responsibilities regarding the administration of compensatory programs to a subcommittee consisting solely of members of the Committee who are “Non-employee directors” for the purposes of Rule 16b-3.

Each subcommittee shall have the full power and authority of the Committee, as to matters delegated to it.

Meetings

The Committee shall meet as often as it deems appropriate; provided, however, that the Committee shall meet at least two times per year. The agendas for the meetings shall be set under the direction of the Chair of the Committee. The Committee Chair may request that certain officers or employees of the Corporation, other directors, the Corporation’s outside counsel, independent

auditor, or other advisors, as the Committee deems appropriate, be present at meetings of the Committee. The Committee may meet in executive session without members of management in attendance as often as deemed appropriate. The Chair of the Committee shall have the sole authority to call the Committee into executive session; provided, that, any member of the Committee may request that the Chair call an executive session, subject to the Chair's discretion. The Committee or its Chair shall select a Committee member to serve as interim chair if the Committee Chair cannot be present at a duly convened meeting.

Committee Duties and Responsibilities

1. Periodically review and approve a statement of the Corporation's compensation philosophy, principles and practices.
2. With respect to the Chief Executive Officer ("CEO") of the Corporation, periodically review and approve corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives, and determine and approve the CEO's compensation, including base salary, incentive compensation, and grants from equity-based plans, and all material exceptions or adjustments to incentive compensation arrangements. The CEO will not attend any meeting where the CEO's performance or compensation is discussed, unless specifically invited by the Committee. The Committee shall make the final determination and approval of the CEO's compensation at an executive session of the Committee.
3. With respect to each person designated an "officer" by the Board for purposes of Section 16 of the Securities Exchange Act of 1934 and the rules thereunder ("Section 16 Officer"), other than the CEO, and such other executive officers as the Committee may designate from time to time ("Other Executives") (and in the aggregate with Section 16 Officers, the "Covered Executives"), review and approve their compensation, including base salary, incentive compensation, and grants from equity-based plans, and all material exceptions or adjustments to incentive compensation arrangements. The Committee's decisions relating to each Covered Executive's compensation will generally take into consideration the aggregate amounts and mix of all the components of the individual's compensation package, including any tally sheets and external market benchmarks used in connection with the evaluation of executive compensation.
4. Review each Covered Executive's employment agreements, severance agreements, change-in-control agreements/provisions, any perquisites or other in-kind benefits, and any other special or supplemental benefits, in each case as, when, and if appropriate.
5. In determining the incentive component of compensation for each Covered Executive, the Committee may consider such factors as the Corporation's performance, including, but not limited to, relative shareholder return, the value of similar incentive grants or awards to officers at comparable companies, and the grants or awards provided to Covered Executives in past years.

6. Annually review and, if appropriate, revise the peer group of companies used for comparative compensation purposes.
7. Annually review and recommend to the Board compensation and benefits for non-employee directors. In formulating its recommendation regarding the form and amount of director compensation and the potential impact on the independence of a director, the Committee will evaluate whether director compensation is appropriate, reasonably comparable to the Corporation's peers in the financial services industry and in the best interests of Corporation's shareholders.
8. Review and recommend to the Board for approval all equity and equity-based incentive plans and material amendments thereto, and discharge any responsibility assigned to the Committee by any such plan including approving participants, number of shares covered by the award, terms and conditions of awards, the time or times at which awards are made, and the payout or vesting of the awards.
9. Review and approve the design and structure of any material cash incentive plans covering Covered Executives and material amendments thereto, and discharge any responsibility assigned to the Committee by any such plans including approving participants, target award opportunities, performance criteria, and payouts.
10. Oversee the risk management of the Corporation's incentive compensation arrangements for Covered Executives, for consistency with the safety and soundness of the organization, to appropriately balance risk and reward, and to ensure compliance with any related policies of the Corporation.
11. Oversee the design, administration, and risk management of the Corporation's material non-executive incentive compensation arrangements, for appropriate identification of material arrangements, for consistency with the safety and soundness of the organization, and to appropriately balance risk and reward. The Committee shall receive periodic reports on the Corporation's incentive compensation risk management program.
12. Appoint a separate committee, made up of employees of the Corporation (the "Employee Benefits Plan Committee" or "EBPC") to administer and manage the investments of the employee benefit plans maintained by the Corporation. The EBPC shall be granted the authority to perform the duties enumerated in the employee benefit plans and necessary to comply with the Employee Retirement Income Security Act of 1974 ("ERISA"). The Committee may delegate appointment of the EBPC to selected management of the Corporation.
13. Exercise oversight over the various employee benefit plans maintained by the Corporation covering substantially all employees, including the Corporation's savings plan, pension plan, deferred compensation plan, healthcare plan and various plans that supplement the foregoing. With respect to those plans subject to ERISA, the Committee shall have the authority to review material employee benefit plan modifications (defined as plan adoption, termination, amendments that

significantly impact the employee benefit plans' liabilities, and any change in trustees).

14. Oversee the Corporation's human capital strategy, including receiving periodic reports from management on the Corporation's development and recruitment planning for key executives. The Committee shall also oversee the Corporation's strategies and initiatives on diversity, equity, and inclusion, employee well-being and engagement, and human capital metrics and reporting, unless otherwise addressed by the Board.
15. Review and discuss with executive management the disclosures made in the Compensation Discussion and Analysis section of the Corporation's proxy statement for the annual meeting of shareholders and recommend to the Board whether the Compensation Discussion and Analysis should be included in the Corporation's annual report on Form 10-K and the proxy statement for the annual meeting of shareholders. The Committee shall prepare the report required by the rules and regulations of the Securities and Exchange Commission to be included in, or incorporated by reference into, the Corporation's annual report on Form 10-K.
16. Review the results of the Corporation's "say on pay" vote as well as the results of other Corporation shareholder votes with respect to compensation-related matters, and will consider whether any changes should be made to the Corporation's compensation plans and programs as a result of any such shareholder vote.
17. Annually review and assess the adequacy of its Charter and recommend to the Board any changes to this Charter. The Committee shall on an ongoing basis, but at least annually, review its own performance, assessing its strengths and opportunities and the skills and resources required to meet its obligations under this Charter, and shall recommend to the Board such enhancements as the Committee deems prudent.
18. Carry out such other duties as may be delegated to it by the Board from time to time.
19. The Chair of the Committee shall report periodically to the Board on the Committee's activities. The Committee shall maintain minutes of its meetings.

Committee Powers and Authority

1. The Committee shall have the authority, to the extent it deems necessary or appropriate, to retain: (i) any compensation consultant in order to assist in the evaluation of Covered Executive compensation, including the compensation of the CEO; and (ii) legal, accounting or other advisors. The Committee shall have sole authority to oversee the work of any compensation consultant and advisor and approve the compensation of any such advisor and other retention terms, including the authority to limit the amount of fees the compensation consultant or an advisor may earn from other services provided to the Corporation. The Corporation shall

provide appropriate funding, as determined by the Committee, to allow the Committee to perform its functions, including for the fees and expenses of any compensation consultant and outside advisors to the Committee. The Committee may select a compensation consultant or legal, accounting or other advisor only after taking into consideration all factors relevant to that person's independence from Covered Executives, including the following:

- (a) the provision of other services to the Corporation by the person that employs the compensation consultant or legal, accounting or other advisor;
 - (b) the amount of fees received from the Corporation by the person that employs the compensation consultant or legal, accounting or other advisor, as a percentage of the total revenue of the person that employs the compensation consultant or legal, accounting or other advisor;
 - (c) the policies and procedures of the person that employs the compensation consultant or legal, accounting or other advisor that are designed to prevent conflicts of interest;
 - (d) any business or personal relationship of the compensation consultant or legal, accounting or other advisor with a member of the Committee;
 - (e) any stock of the Corporation owned by the compensation consultant or legal, accounting or other advisor; and
 - (f) any business or personal relationship of the compensation consultant or legal, accounting or other advisor or the person employing the compensation consultant or advisor with a Covered Executive.
2. In connection with its responsibilities, the Committee may seek appropriate assurances from internal and external advisors that all compensation and benefits plans are appropriate, legally permissible and, where required, properly disclosed to the Corporation's shareholders.

Reviewed and approved December 17, 2024.