

BANK OF AMERICA CORPORATION

2020 United Nations
Global Compact
Report

UNITED NATIONS GLOBAL COMPACT

The United Nations Global Compact (UNGC) is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals. Bank of America has been a signatory member of the UNGC since 2016 and supports the initiative's ten principles on human rights, labor, environment and anti-corruption.

| UNGC Principles | Disclosure |
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| HUMAN RIGHTS | |
| <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> | <ul style="list-style-type: none"> • Direct Response: No U.S.-based employees are subject to collective bargaining agreements. • Working here, Being a great place to work, Diversity & inclusion • Our company, What we offer, Enabling financial health, Small business • Our company, What we offer, Enabling financial health, Homeownership • Our company, What we offer • Our company, What we offer, Enabling financial health • Working here, Being a great place to work, Recognizing and rewarding performance • 2020 ESG Performance Data Summary, Our People, pages 4-5 • Human Rights Statement • Modern Slavery Act disclosure • Vendor Code of Conduct |
| LABOR | |
| <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labor;</p> <p>Principle 5: the effective abolition of child labor; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p> | <ul style="list-style-type: none"> • Direct Response: No U.S.-based employees are subject to collective bargaining agreements. • Human Rights Statement • Working here, Being a great place to work, Diversity & inclusion • Working here, Being a great place to work, Wellness & benefits • Our company, Business practices • Working here, Being a great place to work, Employee development • Working here, Being a great place to work, Recognizing & rewarding performance • 2020 ESG Performance Data Summary, Our People, pages 4-5 • Vendor Code of Conduct • Modern Slavery Act Disclosure |

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| ENVIRONMENT | |
| <p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p> | <ul style="list-style-type: none"> • Making an impact, Environmental sustainability • 2020 ESG Performance Data Summary, About Our 2020 Environmental Operations Data, pages 14-21 • 2020 ESG Performance Data Summary, Environmental Business By Line Of Business, pages 10-11 • 2019 CDP Climate Change • 2019 Task Force on Climate-Related Financial Disclosures Report |
| ANTI-CORRUPTION | |
| <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p> | <ul style="list-style-type: none"> • Code of Conduct |