

FULTON FINANCIAL CORPORATION
Human Resources Committee Charter
As of June 16, 2025

Purpose

The Human Resources Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of Fulton Financial Corporation (the “Corporation”) and serves as the Committee of the Corporation and its subsidiary, Fulton Bank, National Association (the “Bank,” and together with the Corporation, collectively, “Fulton”). The Committee oversees Fulton’s compensation plans, policies, and programs, certain employee benefit programs, succession planning, programs around belonging and inclusion and other human capital processes.

Membership

The Committee shall be comprised of at least three (3) directors of the Board. All members of the Committee shall be “independent” under the rules of The Nasdaq Stock Market LLC. The Committee members shall qualify as “non-employee” directors within the meaning of Rule 16b-3 of the Securities Exchange Act of 1934, as amended. No member of the Committee may accept, directly or indirectly, any consulting, advisory or other compensatory fees from Fulton, other than fees received for Board or committee service or fixed amounts of compensation received under a retirement or deferred compensation plan for prior service with Fulton that are not contingent on continued service.

The Board, based on recommendations from the Board’s Nominating and Corporate Governance Committee, shall appoint members of the Committee at the Corporation’s annual organizational meeting who shall serve until the Corporation’s next annual organizational meeting or until the appointment of new members. The Board shall designate one member of the Committee to serve as its chairperson and one person to serve as vice chairperson.

Meetings

The Committee shall meet as often as it determines necessary to fulfill its duties and at such times as the chairperson or the vice chairperson (in the absence of the chairperson) or a majority of the Committee determines, but the Committee shall meet not less frequently than quarterly. A majority of the voting members of the Committee shall constitute a quorum.

The Committee shall periodically meet in separate executive sessions with the Corporation’s compensation consultant and Fulton’s Chief Human Resources Officer. Written minutes of the Committee meetings shall be maintained.

Authority and Responsibility

The Committee shall have the sole authority, and be directly responsible, for the appointment, retention, termination, compensation and oversight of Fulton’s compensation consultant, and Fulton’s compensation consultant shall report directly to the Committee. The Committee shall have the sole authority, to the extent it deems necessary or appropriate, to retain independent legal, accounting or other advisors. The Corporation shall provide for appropriate funding, as determined by the Committee, in connection with the

payment of: (i) reasonable compensation to Fulton's compensation consultant, (ii) any advisor retained by the Committee, and (iii) Committee administrative expenses that are necessary or appropriate in carrying out its duties.

The Committee shall select a compensation consultant, legal counsel or other advisor, other than in-house legal counsel, only after taking into consideration the following factors: (i) the provision of other services to Fulton, including the amount of fees received from Fulton (including any stock owned) as a percentage of total revenue; (ii) the policies and procedures intended to prevent conflicts of interest with Fulton and (iii) any business or personal relationship of the compensation consultant, legal counsel or other advisor with a member of the Committee, the Chief Executive Officer ("CEO") or a senior executive officer ("SEO").

Although the Committee is required to consider these factors, it is free to select or receive advice from an advisor that is not independent. Additionally, notwithstanding the appointment, compensation and oversight of a compensation consultant, legal consultant or other advisor, the Committee shall not be required to implement or act consistently with the advice or recommendations of the compensation consultant, legal consultant or other advisor or affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of the duties of the Committee.

The Committee may rely upon statistical information and other data regarding compensation programs, including information provided by the Corporation's Human Resources Department as it deems appropriate. Fulton management and employees shall cooperate with the Committee, and the Committee shall have unrestricted access to individual members of management and employees. The Committee may act in reliance on Fulton management and employees and third-party advisors as it deems necessary or appropriate.

The Committee has the power to appoint subcommittees. No subcommittee shall have final decision-making authority on behalf of the Committee or the Board.

Board Reporting

The Committee shall provide regular reports to the Board, including a summary of Committee actions taken at the Committee meeting and results of the Committee's self evaluation.

Responsibility and Duties

Below are the responsibilities and duties of the Committee:

1. Review and approve on an annual basis the performance metrics to be used in evaluating the performance of the CEO and SEOs.
2. Review on an annual basis the performance of the CEO (after feedback received from members of the Board) and SEOs based upon selected performance metrics.
3. Review the CEO's evaluation of the performance of the SEOs and the CEO's compensation recommendations with respect to the SEOs.
4. Review, approve and recommend on an annual basis to the Board the CEO's compensation and its components.

5. Review and approve on an annual basis the SEOs' compensation and its components.
6. Review periodically Fulton's compensation programs based on independent third-party data with respect to competitive market practices.
7. Review and approve on an annual basis Fulton's peer group for the purpose of analyzing the CEO and SEOs' compensation.
8. Review on an annual basis a management report detailing Fulton's compensation programs to confirm that the risk-taking incentives included in Fulton's compensation plans are balanced and consistent with safety and soundness requirements.
9. Review and approve all employment agreements and/or change in control agreements.
10. Review on a semi-annual basis the CEO emergency succession plan. On an annual basis, the SEO succession plan shall be reviewed by the Board and the Bank board of directors.
11. Review and approve on an annual basis the Compensation Discussion and Analysis and Compensation Committee Report of Fulton's annual proxy statement in accordance with Securities and Exchange Commission rules and regulations.
12. Review and approve on an annual basis the Corporation's Employee Stock Purchase Plan and employee benefit plans, including Fulton's retirement and health and welfare plans.
13. Review on an annual basis the Committee's Charter and recommend for approval to the Board.
14. Conduct an annual self-evaluation of the Committee relative to its purpose, duties and responsibilities and report such results to the Board.
15. Receive on a quarterly basis a report of Code of Conduct violations.
16. Oversee and administer the Corporation's clawback policies.
17. Review and approve on an annual basis the compensation of the Board and the Bank board of directors, including cash and equity retainers.
18. Review on an annual basis the Corporation's talent and human capital strategy and metrics.
19. Perform any other activities as the Committee deems necessary or appropriate.

Charter Approval History		
Date	Comment	Approved by/Reported
October 21, 2008	Revised Charter Recommended	Committee
October 21, 2008	Revised Charter Adopted	Board
September 14, 2009	Revised Charter Recommended	Committee
October 20, 2009	Revised Charter Adopted	Board
June 17, 2013	Revised Charter Recommended	Committee
June 18, 2013	Revised Charter Adopted	Board
September 16, 2013	Revised Charter Recommended	Committee
September 17, 2013	Revised Charter Adopted	Board
September 15, 2014	Revised Charter Recommended	Committee
September 16, 2014	Revised Charter Adopted	Board
July 20, 2015	Revised Charter Recommended	Committee
July 21, 2015	Revised Charter Adopted	Board
July 18, 2016	Revised Charter Recommended	Committee
July 19, 2016	Revised Charter Adopted	Board
July 17, 2017	Revised Charter Recommended	Committee
July 18, 2017	Revised Charter Adopted	Board
July 16, 2018	Revised Charter Recommended	Committee
July 17, 2018	Revised Charter Adopted	Board
July 15, 2019	Revised Charter Recommended	Committee
July 16, 2019	Revised Charter Adopted	Board
September 17, 2019	Revised Charter Adopted	Board
July 20, 2020	Revised Charter Recommended	Committee
July 21, 2020	Revised Charter Adopted	Board
July 19, 2021	Revised Charter Recommended	Committee
July 20, 2021	Revised Charter Adopted	Board
July 18, 2022	Charter Recommended with No Changes	Committee
July 19, 2022	Charter Adopted with No Changes	Board
July 17, 2023	Revised Charter Recommended	Committee
July 18, 2023	Revised Charter Adopted	Board
July 15, 2024	Revised Charter Recommended	Committee
July 16, 2024	Revised Charter Adopted	Board
June 16, 2025	Revised Charter Recommended	Committee
June 17, 2025	Revised Charter Adopted	Board