



Sharon Speyer

Accomplished financial services executive with C-suite experience for Huntington Bancshares (NASDAQ: HBAN), a \$194B asset regional bank holding company with \$20B Mkt Cap. Thirty years of cross functional experience with a proven record of profitable growth, ability to build successful teams, and enhance efficiencies during diverse economic cycles. Entrepreneurial and strategic thinker focused on shareholder value, customer satisfaction and colleague engagement. Executive, governance and risk management experience in banking and board service. Deep expertise in finance, business strategy, corporate governance, organizational transformation, client relations, risk management and Community Reinvestment Act (CRA).

Professional Experience

University of Toledo

7/23 to present

Strategic Advisor to Interim President

- Serving on President's cabinet with responsibility to provide expert counsel and support on critical university wide strategic issues including connecting industry and academia on significant regional priorities including, without limitation, innovation, talent acquisition, workforce development, technology transfer, public/private partnerships.

Huntington National Bank (acquired Sky Bank in 2007); Retired from Huntington in December 2023

Regional President

2001 to 2023

- P/L accountability for all revenue segments including commercial, business banking, retail, wealth management and insurance. Successful record of driving overall team performance around key priorities including revenue and balance sheet growth, new client acquisition, expansion of existing relationships, solid credit/risk management and improving organizational performance.
- Significant organizational development/change management experience through M & A and diverse economic cycles.
- Represented Regional Banking on corporate initiatives including new product and business vertical launches, MarCom, and ESG.

Director of Economic Inclusion for Regional Banking

2016 to 2023

- In 2016, selected by CEO for newly created role responsible for overseeing Community Reinvestment Act activities including the creation and leadership of Huntington Foundation.
- Co-sponsor of 2021 (\$40B), 2020 (\$20B) and 2016 (\$16B) 5-year Strategic Community Plans which were stakeholder-informed plans to drive enhanced impact in low income and minority communities in the areas of lending, programming, investment, volunteerism, and philanthropy. Reported directly to CEO and Executive Leadership quarterly on progress against commitments. At retirement, Huntington was on target for all goals.
- Responsible for creation and execution of program which imbedded vertical and geographic accountability to meet needs of local markets and achieve overarching enterprise goals. Over an 8-year period, the bank grew from \$70B to \$190B through two significant acquisitions and organic growth necessitating agile leadership. As a result, my scope of responsibilities expanded to include an 11-state footprint and fifteen regional presidents.
- Reported to the HBI Board quarterly.

- Coordinated stakeholder outreach in connection with merger and acquisition activity, community issues and new product launches related to the Community Plans. In 2023, Huntington received the Community Commitment Award from the ABA for one such program - Huntington's Lift Local Business, which provides capital to women and minority led business owners.
- Deep experience in development of community and public/private partnerships and channel delivery optimization related to community development.

General Counsel, Mid Am Bank and its successor Sky Bank

1992 to 2001

- Served as first General Counsel of Mid Am Bank (\$800MM community bank). After multiple acquisitions and a Merger of Equals, resulting in the creation of Sky Bank, scope of responsibility expanded to support the \$4B bank. In 2000, named Regional President for Sky Bank leading the largest and most profitable affiliate. As Regional President, reported directly to the CEO of Sky Financial Holdings.

Fifth Third Bank

Associate General Counsel

1988 to 1992

Ulmer and Berne

Litigation Associate

1986 to 1988

Board and Committee Experience

- Founding member and Vice Chair of **Northwest Ohio Innovation Consortium** which was created as a P3 to make Northwest Ohio a national leader in innovation and sustainability in Toledo's glass and solar sectors. In 2024, NOIC was awarded a \$31.3MM grant from the Ohio Department of Development to fund a new Glass Innovation Hub.
- In 2010, appointed by the Ohio Governor to the **University of Toledo** Board of Trustees for a 9-year term (comprehensive academic institution with a medical school, hospital, and law school and a \$1B operating budget). During tenure on the board, served in a variety of leadership roles including Chair (2 years), Vice- Chair (2 years), Chair of Trustee and Governance committee (2 years) and Chair of Clinical Affairs. Co-chaired selection committee for 17th University President.
- Appointed to **Toledo Lucas County Port Authority** Board of Trustees by Toledo Mayor Michael Bell (2012) and later reappointed by two separate successors. Served as Chair (2 years) and Vice Chair (2 years). Currently serves as a member of Planning and Operations and Government, Community & Human Relations committees.
- Serves as Board Vice Chair and member of Leadership and Governance, Investment and Audit Committees for **Toledo Museum of Art**, a privately endowed (\$270MM), non-profit institution with a deep history and world class collection.
- Founding member of **ConnecToledo**, a non-profit membership-based organization of CEOs from Northwest Ohio's leading businesses and institutions to address opportunities to advance economic development, public policy, downtown redevelopment, and community branding. Served as Chair (2020 – 2023). Currently serves on the Executive Committee.

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Education and Credentials

University of Toledo College of Law, JD (1985)

The Ohio State University BA, International Studies (1981)

RMA Credit Risk Certification (2010)

Recognition

- **American Bankers Association** Most Powerful Team in Banking Award in 2021. Specifically named for leading pandemic relief efforts for community partners across the enterprise.
- **United Way** CEO Hall of Fame
- **University of Toledo:** College of Law Distinguished Alumni Award; Business and Innovation Pacemaker Award
- **YWCA** Milestones Recipient
- **Toledo Regional Chamber of Commerce** – Athena Award