



FHLBank
Chicago

EQUAL OPPORTUNITY COMPLAINT PROCEDURE

Pursuant to the Federal Home Loan Bank of Chicago's (Bank) Equal Opportunity Statement ([link](#)), the Bank is committed to maintaining a workplace built on respect, fairness, and equal opportunity. Employment decisions, contracting decisions, and board of director nominations are based on business needs, role requirements, qualifications, and other merit-based factors.

Complaint Procedure

The Bank prohibits retaliation against any person for raising a good faith complaint, or for assisting in the review or investigation of such a complaint. Anyone who believes they have experienced discrimination, harassment, or retaliation in violation of the Bank's Equal Opportunity Statement, or is aware of similar conduct involving others, should promptly provide a written complaint as follows:

- Employees should follow the complaint procedure set forth in the Equal Opportunity Complaint Procedure section of the Employee Handbook ([link](#)).
- Applicants should notify the Bank's Chief Human Resources Officer or General Counsel at:

FHLBank of Chicago
Attn: Chief Human Resources Officer (CHRO) or General Counsel
433 West Van Buren Street, Suite 5015
Chicago, Illinois 60607
- Vendors should email the Vendor Management Team at vendormanagement@fhlbc.com.
- Board of director nominees and prospective nominees may register a complaint through EthicsPoint, as described below.

You may also file a complaint through EthicsPoint. EthicsPoint is the Bank's independent reporting tool for employees and third parties. EthicsPoint is a confidential and, if desired, anonymous web and telephone-based reporting tool. To file a complaint, go to <http://www.EthicsPoint.com> or call 1-866-294-5579.

Complaints should be as detailed as possible, including the names of the individuals involved, the name of any witnesses, and any supporting documentation.

All good faith complaints will be reviewed in a timely manner. Where appropriate, the Bank will make a determination regarding the reported conduct and communicate information regarding the outcome to the person who made the complaint and/or the person accused of misconduct.

If the Bank determines that prohibited conduct has occurred, the Bank will take prompt, appropriate remedial action commensurate with the circumstances. If a complaint is substantiated, the Bank may take appropriate disciplinary action, up to and including termination of employment, against those who engaged in the misconduct.

Nothing in these procedures restricts any complainant's rights to file a complaint directly with the Equal Employment Opportunity Commission at any time.

Dated: October 9, 2026