

AGNC INVESTMENT CORP. STATEMENT ON HUMAN RIGHTS

Respect for human rights is a fundamental value of AGNC Investment Corp. (together with its subsidiaries, “AGNC”). This Statement on Human Rights formalizes AGNC’s commitment to preserving and promoting individual and human rights and to treating all people with dignity and respect. We strive to conduct our operations in accordance with the United Nations Universal Declaration of Human Rights and recognize the importance of respecting, protecting, and promoting human rights and fundamental freedoms. AGNC is committed to being a responsible corporate citizen and believe it is our duty to promote and protect human rights in our business and in our interactions with our stakeholders.

Our Employees

- We conduct our business in accordance with all labor, safety, health, non-discrimination, and other workplace laws and regulations.
- Consistent with our anti-discrimination policy, we provide equal employment opportunities and are committed to diversity, equity and inclusion in the workplace. We strive to provide an inclusive workplace where all employees feel valued, respected and protected and do not tolerate harassment or bullying in the workplace.
- Our compensation program and robust benefits package is designed to ensure that all full-time employees receive compensation meeting or exceeding the amount for basic living needs, above the legal minimum and living wages in the states where we operate.
- We do not tolerate any form of forced labor that is against a person’s free will, such as child labor, indentured labor, prison labor, slave labor, or any form of human trafficking. We prohibit this activity in our own operations and expect the same of our vendors.
- We respect our employees’ right to form, join, or not join a labor union or engage in collective bargaining.
- Our employees are required to annually review and agree to abide by AGNC’s Code of Ethics and Conduct. We provide our employees with a number of methods to report suspected violations of our policies and procedures, including through an anonymous hotline, and prohibit retaliation or acts of retribution for reports made in good faith.

Our Vendors

- We seek to do business with vendors whose corporate values are consistent with our own and whose practices and operations reflect their respect for the human rights of their employees, business partners and communities.
- We expect our vendors to respect human rights and conduct their operations in accordance with the values set forth in this Statement and the UN Universal Declaration of Human Rights.

Our Communities

- As a mortgage REIT, our business supports home ownership in the United States. We believe home ownership is an important factor in developing and sustaining strong communities.
- AGNC believes being a responsible corporate citizen includes using our financial and human capital to work to improve the lives of the people in the communities where we live and work.

We partner with and support local and national charitable organizations addressing issues and causes that align with our corporate values, including safe and fair housing, community outreach, social justice, education, and advancing diversity and inclusion.

- We strive to conduct our own operations in a manner designed to reduce our direct environmental footprint, production of waste, and use of scarce natural resources.