NEWS RELEASE

First Horizon Recognized by Dave Thomas Foundation as One of 100 Best Adoption-Friendly Workplaces

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The leading regional financial services company earned this distinction for the 17th consecutive year.

MEMPHIS, Tenn., June 25, 2025 /PRNewswire/ -- First Horizon Corporation (NYSE: FHN or "First Horizon") announced today that the company is being recognized by the Dave Thomas Foundation as one of the 100 Best Adoption-Friendly Workplaces, a key indicator that First Horizon is a revered employer of choice.

"Earning a place on this important list makes us extremely proud and further demonstrates our mission to support our associates when it comes to expanding their families," says Tanya Hart, Senior Executive Vice President and Chief Human Resources Officer at First Horizon. "It's quite an honor to be recognized year after year by the Dave Thomas Foundation."

The Dave Thomas Foundation partners with RTI International — an independent, nonprofit research institute — to conduct the Best Adoption-Friendly Workplace survey. Each year, the Foundation releases the 100 Best Adoption-Friendly Workplaces list, which recognizes organizations that strive to make adoption and foster care supported options for every working parent. To view the complete 2025 Best Adoption-Friendly Workplaces list, visit **davethomasfoundation.org/AFW.**

About First Horizon

First Horizon Corp. (NYSE: FHN), with $81.5 billion in assets as of March 31, 2025, is a leading regional financial services company, dedicated to helping our clients, communities and associates unlock their full potential with capital and counsel. Headquartered in Memphis, TN, the banking subsidiary First Horizon Bank operates in 12 states across the southern U.S. The Company and its subsidiaries offer commercial, private banking, consumer, small business, wealth and trust management, retail brokerage, capital markets, fixed income, and mortgage banking services. First Horizon has been recognized as one of the nation's best employers by Fortune and Forbes

magazines and a Top 10 Most Reputable U.S. Bank. More information is available at **www.FirstHorizon.com**.

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