



# 2025 Corporate Responsibility Report

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Webster Financial Corporation

WebsterBank®



A large blue banner is suspended in front of a classical building with columns. The banner features the Webster Bank logo and the text 'CELEBRATING 90'. Below the banner, another blue banner reads 'Progress. Purpose. Possibilities.' and 'WE LISTEN NY'. In the foreground, a bronze statue of a young girl stands with her hands on her hips, looking towards the building. Two American flags are visible on the left side of the building.

# Webster Bank® 90

CELEBRATING

Progress. Purpose. Possibilities.

WE  
LISTEN  
NY

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# About Us

**Webster Financial Corporation (“Webster”) (NYSE: WBS) is the holding company for Webster Bank, N.A. (“Webster Bank”). Webster Bank is a values-based, leading commercial bank that provides a wide range of financial products and services to businesses, individuals, and families.**

With headquarters in Stamford, Connecticut, our footprint spans the Northeast from the New York City metropolitan area to Rhode Island and Massachusetts.

We operate differentiated lines of business, including Commercial Banking, Consumer Banking and our Healthcare Financial Services segment that includes HSA Bank and Ametros. In addition, Webster offers direct to consumer digital banking via Brio Direct.

This report contains forward-looking statements, including our commitments, targets and other statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. Factors that could cause actual results to differ materially from those expressed or implied by such statements are set forth in our SEC filings. All forward-looking statements are based on management’s current assumptions, estimates and projections.



**\$84.1B**

Total Assets



**\$68.8B**

Total Deposits



**195**

Banking Centers



**345**

ATMs

As of 12/31/25



# Mission

We deliver leading financial solutions to businesses, individuals, families and partners.

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# Values

Our values are reflected in our sustained dedication to serving our clients and our communities.

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# Culture

At Webster, our culture is centered around delivering for our colleagues, clients and communities; strong risk management; responsible corporate citizenship; inclusion and belonging; and transparent governance.

## Integrity



### We do what's right.

- I live by the highest ethical standards.
- I act for the greater good, not self-interest.
- I am consistent and reliable.
- I communicate transparently and openly.

## Collaboration



### We're better together.

- I seek the input and talents of others.
- I share my ideas, issues, solutions, resources, and information.
- I promote cooperation and teamwork across the organization.
- I work well with others and bring a positive spirit to the team.

## Agility



### We embrace change and adapt quickly.

- I am curious and eager to grow.
- I innovate, test and learn to raise the bar continually.
- I proactively anticipate trends and understand their potential impact.
- I challenge the way it has always been done and welcome new ways of working.

## Respect



### We treat everyone with dignity.

- I value diversity in people and listen for new ideas.
- I assume and approach interactions with positive intent.
- I create and support an inclusive, welcoming environment.
- I recognize and celebrate the accomplishments of others.

## Accountability



### We own and deliver on our commitments.

- I show initiative and ask, "what more can I do?"
- I demonstrate a make-it happen attitude.
- I take responsibility and ownership of delivering quality results.
- I lead by example and empower others.

## Excellence



### We strive for the highest standards.

- I have high expectations of myself and others.
- I deliver quality results that matter with speed and efficiency.
- I go above and beyond to create value.
- I give and receive feedback for the betterment of myself and our organization.

## Awards and Recognition

In the past year, Webster was recognized for our performance, our focus on excellence and serving our clients and communities in ways that exceed expectations.



### Newsweek Recognitions

Newsweek named Webster as one of the 500 top regional banks in its **America's Best Regional Banks and Credit Unions**. In addition, Webster was again recognized in **America's Greatest Workplaces for Culture, Belonging & Community**.



### Forbes Recognitions

Forbes recognized Webster in its annual America's **Best Employers for New Grads** list. Forbes also named Webster in annual lists for **Best Banks** in America, **Best Midsize Employers** and **Best Employers by State** for being a top employer in Connecticut.



### 2025 Boston Business Journal Top Charitable Contributor

Webster Bank was once again honored as a **Top Corporate Contributor** by the Boston Business Journal in its 2025 Corporate Citizenship Awards, a recognition of the region's top corporate charitable contributors.



### The Conference Board 2025 Corporate Responsibility Award

The Conference Board presented Webster with the 2025 Corporate Responsibility Award for integrating responsible business practices into core strategies and creating measurable, positive impacts on their organizations, stakeholders and society.

# From Our Chairman and CEO

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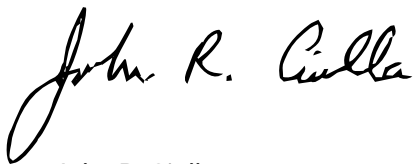
Dear Stakeholders,

I am pleased to share Webster's 2025 Corporate Responsibility Report, which underscores our commitment to integrating sustainability and investing in initiatives that generate social, environmental and economic value across our footprint.

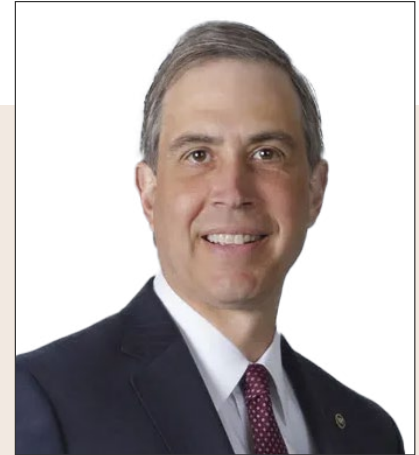
Our focus on responsible business is stronger than ever. In 2025, Webster's Community Investment Strategy (CIS) made significant advancements as we strengthened economic opportunities in low- and moderate-income neighborhoods. Through loans, targeted investments, financial services and educational programming, our CIS continues to support the growth and vitality of the communities we serve.

The positive impact of our corporate responsibility efforts in 2025 was made possible by the dedication of our talented colleagues. We made progress with purpose, and we are thankful for their ongoing hard work to create meaningful value for our stakeholders.

Sincerely,



John R. Ciulla,  
Chairman and Chief Executive Officer



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**We remain  
energized by the  
progress we've  
made and the  
opportunities  
ahead.**

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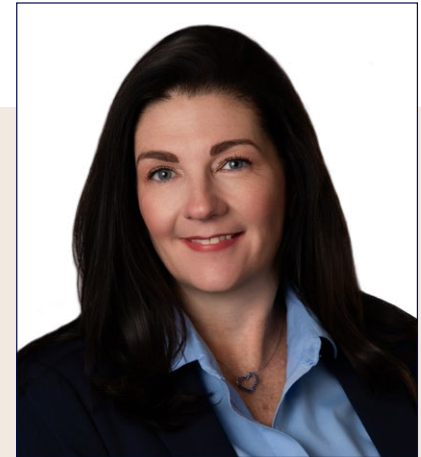
# Chief Corporate Responsibility Officer Q&A

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## What progress did Webster make in 2025?

In 2025, our colleagues continued to live the Webster values of Integrity, Collaboration, Agility, Accountability, Respect and Excellence, guiding how we serve clients and communities every day. That shared commitment was demonstrated through our Corporate Responsibility efforts, from expanding access to capital to strengthening our climate-related disclosures.

- Our **Community Investment Strategy** (CIS) continued to support individuals and small businesses in low- and moderate-income neighborhoods, offering loans, investments, technical assistance and financial services to help build economic resilience.
- We launched three new **Webster Finance Labs** this year, expanding opportunities for students to gain the skills needed for financial empowerment and long-term success. We also hosted the first Finance Lab Convening, bringing our nonprofit partners together to share their experiences and collaborate on program growth.
- New Corporate Responsibility initiatives for 2025 included **impact reporting** for our CIS and Philanthropy programs. These reports offered greater transparency about our collaborations with nonprofit partners, as we work to support economically vibrant communities.
- We also introduced a new **Multicultural Outreach** initiative, strengthening connections in the communities we serve, enhancing access to banking services and promoting financial inclusion.



**Marissa Weidner**

Chief Corporate  
Responsibility Officer

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**These milestones reflect our continued efforts to embed economic vitality, our people, our environment and responsible governance into the core of our sustainability strategy.**

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## How is Webster strengthening community impact?

We reinforce our commitment to resilient communities through philanthropy, partnerships and volunteerism. Our colleagues contributed more than 17,000 hours of paid volunteer time, while our philanthropic initiatives promoted opportunity and economic vitality across our footprint. These efforts reflect our belief that community strength and sustainability go hand in hand.

To celebrate Webster's 90th anniversary, we expanded our traditional Community Impact Month into **90 Days of Impact**. Webster colleagues across the footprint hosted financial literacy workshops, led career panels, served at local food pantries and more. Their commitment and compassion created real, lasting impact and every action made a difference.

## How are Webster's sustainability disclosures evolving?

At Webster, we have a holistic view of "sustainability" – looking at our corporate responsibility efforts, as well as traditional environmental, social and governance issues. These are built into the way we operate every day, creating stakeholder value and supporting long-term growth.

Our reporting has expanded to include impact metrics for key corporate responsibility initiatives. We also updated our climate risk assessments to prepare for California's new climate reporting requirements in 2026, including our physical and transition climate risk assessments. By automating reporting flows and implementing new tools, we strengthened data quality and transparency, providing stakeholders with a clear view of Webster's approach to managing climate-related risks.

## What lies ahead for Webster?

A key priority for future reporting will be enhancing our greenhouse gas (GHG) disclosures. Building on prior progress, we'll provide more detailed, decision-useful information on Scope 1, Scope 2 and relevant Scope 3 emissions, and incorporate these metrics into our climate risk strategy.

More broadly, we remain committed to embedding sustainable practices across our business. We know that long-term value creation depends on transparency and a strategic approach to sustainability risks and opportunities. In 2026 and beyond, we'll continue to strengthen our corporate responsibility efforts, expand community programs and harness the dedication of more than 4,400 colleagues to advance our sustainability strategy.





# Introduction

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# Introduction

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**At Webster, our commitment to corporate responsibility is more than just a business imperative—it is a collective responsibility. As a provider of leading financial solutions to businesses, individuals, families and partners, we advance sustainability through four key pillars:**

**Economic  
Vitality**

**Valuing  
Our People**

**Our  
Environment**

**Responsible  
Governance**

These are integral to our long-term growth strategy and create value for our stakeholders. Webster believes strongly in empowering people and strengthening communities by expanding access to capital. Our Office of Corporate Responsibility (OCR) manages all community-facing activities across the Company, including Community Investment, Engagement and Philanthropy; Community Reinvestment Act and Fair and Responsible Banking; Government and Public Affairs; Inclusive Vendor Engagement; and all sustainability efforts. This structure allows us to plan more strategically, support enterprise goals more effectively and use our resources more efficiently. The OCR also oversees Webster’s Community Investment Strategy, driving economic vitality in the communities we serve.

## **Sustainability at Webster**

We believe we have an obligation to proactively address sustainability risks and opportunities as part of our strategic plan. The term “sustainability” is used by Webster to describe a comprehensive set of environmental, social and governance matters impacting our company, including our corporate responsibility efforts.

As our sustainability reporting has evolved, we have also worked to transition our sustainability efforts from a single deliverable to a comprehensive program.

In 2025, we refined our sustainability policy and procedures and partnered with the Front Line Control team to complete a Risk and Control Self-Assessment (RCSA) for sustainability reporting activities.

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## Corporate Responsibility Reporting

Sustainability is an enterprise-wide effort, reflected in our governance structures. Our management-level Sustainability Council meets on a quarterly basis, and is comprised of cross-functional executives from lines of business, as well as Audit, Compliance, Corporate Responsibility, Investor Relations, Legal, Operations and Risk. The Council contributes to Webster’s Corporate Responsibility strategy and monitors sustainability progress.

The Sustainability Council reports to the executive-level Corporate Responsibility Committee (CRC), which integrates environmental and social objectives into our operational framework, resulting in targeted initiatives that promote sustainability, inclusion and corporate transparency. The CRC reports regularly to the Nominating & Corporate Governance Committee of the Board, which provides oversight and guidance.

Our 2025 CR Report builds on the foundation set by our previous Reports, adopting a priority-based approach. It is informed by a comprehensive materiality assessment, updated in 2024. The updated assessment involved stakeholder engagement and a review of pertinent topics, informing our strategic planning. While we recognize ongoing work remains, we are confident that our advancements in these critical areas will yield long-term benefits for all Webster stakeholders.

In addition, Webster continues to report against rigorous data collection methodologies to ensure transparent and accountable reporting, compliant with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD).

This year, we prepared for compliance with California climate risk reporting requirements by updating and expanding our physical and transition risk assessments, climate scenarios and Task Force on Climate-Related Financial Disclosure (TCFD) responses.

These assessments will help guide our future environmental strategies, aligning with our client-focused approach.

To further enhance the transparency and reliability of our environmental reporting, in 2025 we engaged a CARB-accredited verification body to provide limited assurance over Webster’s Scope 1 and Scope 2 greenhouse gas emissions inventory in accordance with ISO 14064-3. The independent assurance statement covering the 2025 reporting year is available [here](#). This engagement complements Internal Audit’s ongoing oversight of sustainability data processes.

This Report includes data and metrics related to the 2025 fiscal year from January 1 to December 31, 2025.

## Materiality Assessment

Webster materiality assessments begin with an assessment of a selection of highly rated industry peers as well as an examination of the methodologies of leading ESG investor raters and institutional investors. We reviewed their strategic selection of topics for inclusion in their sustainability disclosures, rating methodologies, investment decisionmaking, goal setting and strategy.

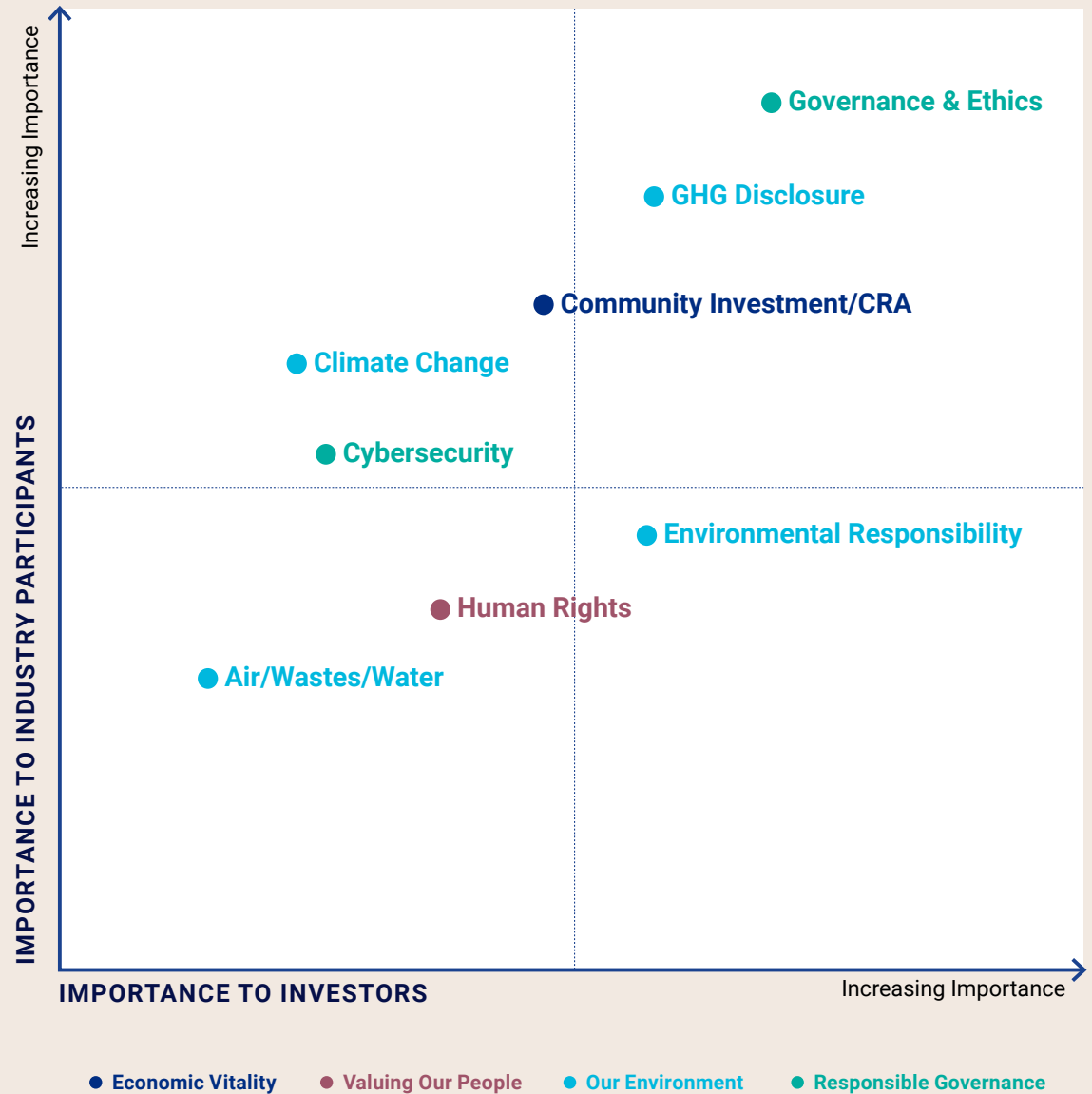
From this research, we calculated an overall materiality score for each topic to help focus our strategy and disclosures in this report. Using this quantitative model, Webster identified the highest scoring topics as most material to investors and the industry.

Our Report also includes Economic Vitality topics such as Community Investment and Community Service, which are important to Webster's long-standing commitment to the communities we serve.

The materiality matrix in this Report shows the relative weight of different topics from two perspectives. The Y axis shows how important we believe a topic is considered by the industry, while the X axis, informed by our assessment, shows the topic's importance to investors.

Webster updates the materiality assessment every two years. The next update is scheduled for 2026.

## Material Focus Areas



## Stakeholder Engagement

We proactively engage with stakeholders throughout the year to better understand their priorities and perspectives on significant issues, including company performance and strategy, executive compensation, corporate governance and environmental and social matters. Senior management leads this stakeholder engagement, considering feedback and insight from shareholders and other stakeholders as we review our practices and disclosures.

Methods of Engagement	COLLEAGUES	CLIENTS	COMMUNITIES	INVESTORS	REGULATORS
	<ul style="list-style-type: none"> <li>• Engagement surveys</li> <li>• Weekly newsletters and advisory emails</li> <li>• Corporate intranet</li> <li>• Executive leadership communications</li> <li>• Business Resource Groups</li> <li>• Volunteer opportunities</li> <li>• Learning and development programs</li> </ul>	<ul style="list-style-type: none"> <li>• Client engagement through banking centers, Contact Center, appointments, Relationship Managers</li> <li>• Client satisfaction surveys</li> <li>• Corporate website</li> <li>• Social media interactions</li> <li>• Financial and cybersecurity education</li> </ul>	<ul style="list-style-type: none"> <li>• Volunteerism and nonprofit board service</li> <li>• Philanthropic investments</li> <li>• Financial education and outreach programs</li> <li>• Events and sponsorships</li> <li>• Community Advisory Councils</li> </ul>	<ul style="list-style-type: none"> <li>• Annual shareholder meeting</li> <li>• Quarterly earnings calls</li> <li>• Investor conferences and presentations</li> <li>• SEC filings</li> <li>• Dedicated Investor Relations website</li> <li>• Proactive governance engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Examinations</li> <li>• Continuous monitoring</li> <li>• Meetings with executives and Chief Risk Officer</li> <li>• Regulatory affairs teams</li> </ul>



# Economic Vitality

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# Community Investment Strategy

**In 2025, Webster’s Community Investment Strategy (CIS) continued to put our values into action, empowering people and strengthening communities by expanding access to capital. Through residential mortgage lending, small business lending, financing for community development projects, qualified investments and philanthropic dollars, we created meaningful impact in the neighborhoods where we live and work.**

We meet regularly to review CIS progress with our regional [Community Advisory Councils](#), made up of nonprofit partners in Connecticut, Massachusetts, New York and Rhode Island. The Councils are comprised of nonprofit leaders whose organizations focus on areas of affordable housing, small business, Community Development Financial Institutions, workforce development and economic revitalization. These collaborations help us to strengthen meaningful community connections, and to ensure our view of the market remains informed by the needs of our communities.



## Affordable Housing

Access to affordable housing and homeownership for low- and moderate-income (LMI) communities across our footprint, including LMI residential lending and multifamily lending.



## Community Development

Making critical community services more accessible for LMI communities with community development lending and investments.



## Small Business Lending

Making capital more accessible to entrepreneurs and small businesses with a focus on minority- and women-owned businesses.



## Community Support

Support for programs that address community needs, including affordable housing, food scarcity, workforce development and financial empowerment, with a focus on economic inclusion.

## Community Reinvestment Act

Webster currently holds an “Outstanding” Community Reinvestment Act (CRA) performance rating from the Office of the Comptroller of the Currency (OCC), our primary regulator. Thanks to the efforts of colleagues across the bank, this was our third consecutive overall “Outstanding” rating, representing nine years of Webster excellence in meeting the needs of our communities.

CRA ratings are based on an examination of the volume and dollar amount of lending and investments, the number of service hours and the innovative and flexible products and services offered. During the 2023-2025 examination period, Webster provided approximately \$10.5 billion in loans and investments and 8,396 hours of CRA-qualifying community services.

Our [Community Reinvestment Act \(CRA\) public file](#) and [HMDA](#) notice provide additional information on the communities we serve.



# \$3.2B

Produced in Lending within our four-state footprint of which:

⇒ \$2.2B

Produced in mortgage lending

⇒ \$407M

Produced in small business lending

⇒ \$588M

Produced in Community Development lending

# \$393M

Produced in Qualified Investments

## Affordable Housing

In 2025, Webster continued to support affordable housing and home ownership in low- to moderate-income (LMI) communities.

We offer [a variety of products](#), including Webster You're Home, a Special Purpose Credit Program, along with Home Ownership Possibilities for Everyone (HOPE) and Webster Down Payment and Closing Cost Assistance Program. In 2025, Webster You're Home provided 69 clients with \$15,393,838 in loans.

To support these products, our [Community Liaison Officers](#) (CLOs) work in partnership with the Office of Corporate Responsibility to meet local credit needs. CLOs provide financial education, identify affordable and sustainable lending solutions, and help families navigate the buying process.

Webster also works with nonprofit organizations and state agencies to provide additional residential lending products and services across our footprint.

### In 2025, Webster:

- ⇒ Made 190 affordable home loans totaling \$43,557,597
- ⇒ Partnered with 524 community organizations to provide 1,239 financial education and homebuyer workshops for 15,778 participants

## Our Community Liaison Officers



**Alice Dunlop**  
Waterbury/  
New Britain



**Sally Gumula**  
Greater Hartford



**Bob Jaekle**  
Greater New Haven/  
Bridgeport



**Nanette Jimenez**  
Greater Long Island/  
NYC boroughs



**Thomas Jung**  
Greater Boston



**Carla Rosa**  
SE Massachusetts/  
Rhode Island



**Donna Thompson**  
Bronx/  
Fairfield County



## Bronx Financial Access Coalition

Webster continues to advance financial inclusion in the Bronx through its role as premier bank partner of the Bronx Financial Access Coalition (BxFAC), a group of four prominent Bronx-based community organizations. BxFAC partnered with Webster and the Lower East Side People’s Federal Credit Union to launch a mobile bank branch in 2022. This “branch on wheels” travels around neighborhoods in the Bronx to provide residents with affordable banking products and services, including free checking accounts, loans and other assistance. Since 2022, Webster has invested \$600,000 to support the mobile branch and related outreach.

In 2025, we were proud to help celebrate the official ribbon cutting ceremony for the new permanent location of the Bronx People’s Federal Credit Union. This brick-and-mortar location provides additional access to quality financial services in a historically underserved and underbanked community. The mobile branch continues to operate throughout the South Bronx, while Webster’s commitment is maintained through philanthropic grants and colleague led financial empowerment classes.



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## Multicultural Outreach Campaign

Building on the success of a 2024 pilot program, Webster launched the Multicultural Outreach Campaign in 2025. Designed to enhance access to banking services and promote financial inclusion, the campaign includes translated marketing materials, bilingual financial education workshops and prominently displayed posters that reflect the languages spoken in select banking centers.

At the heart of the campaign is the Multicultural Champion Program, with 41 Webster colleagues who became certified to conduct business in a language other than English at 18 banking centers across the footprint. Collectively, these Champions provide personalized support to clients in more than a dozen native languages, facilitating a more accessible and inclusive banking experience. Through these efforts, we strive to better serve our clients while strengthening connections with our local communities.



A Webster colleague proudly wearing a new nametag identifying her Spanish language skills at the Getty Square banking center in Yonkers, NY



Multicultural poster displayed in our Chinatown banking center in Boston, MA

## Webster Finance Labs

The Webster Finance Labs are a signature initiative, designed to help young people gain the skills needed for economic empowerment and financial success. Our nine Finance Labs were developed in partnership with nonprofit organizations across the footprint; Webster provides technology, curriculum support and colleague volunteer opportunities.

**\$750K** was invested in the program in 2025, for a total of \$3.6M invested through 2028

**3,600** individuals ages 13 – 25 have participated in Finance Lab programming

**91.7%** LMI population served by the Finance Labs



## Our Finance Lab Partners



## Webster Connect Checking

Webster Connect Checking provides unbanked and underbanked clients with financial services with limited fees to help them save, grow and access their money in a reliable way. This product has been certified by Cities for Financial Empowerment for meeting the BankOn National Account Standards for 2025-2026.



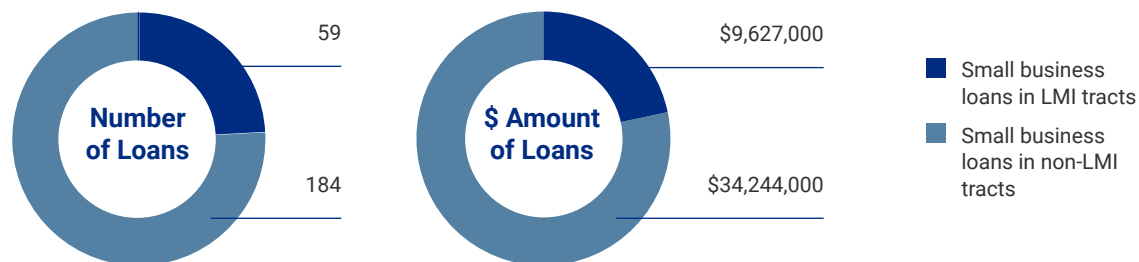
Webster Connect Checking is available in all Webster locations. We work with our Community Banking Center Managers to promote the product and partner with BankOn coalitions in Connecticut.

### Webster works to increase access to banking services by:

- Developing products and services that address evolving community needs
- Conducting targeted outreach to underserved communities
- Leveraging our Finance Labs to increase financial education
- Partnering with BankOn coalitions and Community Banking Center Managers to increase awareness of our banking services for the underbanked

## Small Business

### 2025 Loans to Small Business with Revenue <\$1M



### Small Business Support

Webster's Minority and Women Owned Business Enterprise (MWBE) team supports the growth and development of minority- and women-owned small businesses and organizations focused on community and economic development in underserved areas.

The MWBE program offers small business banking solutions, such as checking and savings accounts, merchant services and lending programs, to meet the needs of minority- and women-owned businesses.



U.S. Small Business Administration

In FY 25, Webster originated 175 SBA loans totaling \$80M

# Inclusive Vendor Engagement

**Our Inclusive Vendor Engagement program was created to champion economic empowerment throughout our market, because we believe that local, small and diverse businesses should have the opportunity to compete for contracts in a fair environment.**

At Webster, this program reflects an enterprise-wide effort. In collaboration with Accounts Payable and Strategic Sourcing, we have an alternative reporting framework with consistent invoicing methodology and automated monthly reporting, as well as an onboarding process for low-risk vendors that reduces barriers to entry.

Our online portal allows local, small and diverse businesses to submit their company information to be considered for entry into our supplier database. Colleagues have access to a digital catalog that helps identify and engage with these vendors, whose businesses provide a range of goods and services such as marketing, photography, catering and event planning. Catalog vendors are sourced from internal colleague referrals, engagement with community partners and existing relationships. The catalog is updated periodically as additional businesses are onboarded, providing Webster colleagues with more opportunities to consider these businesses when making procurement decisions. The Inclusive Vendor Engagement program's progress is reported quarterly to the executive-level Corporate Responsibility Committee, which in turn reports to the Nominating and Governance Committee of Webster's Board of Directors.

## Our Partnerships and Memberships



National Veteran-Owned Business Association (NaVOBA)



Minority Business Development Agency (MBDA)



Women's Enterprise Development Center



MetroHartford Alliance



Women's Business Enterprise National Council



Women's Business Enterprise Council Metro New York (WBECMNY)



Women's Business Development Council (WBDC)



Greater New England Minority Supplier Development Council (GNEMSDC)

# Community Service

**We are proud to fuel the mission-driven work of hundreds of nonprofits serving the underserved and strengthening the communities where we live and work.**

Webster colleagues generously share their time and talents with our communities through board service and volunteerism. Each colleague receives 24 hours of paid volunteer time annually to use at the nonprofit of their choice.



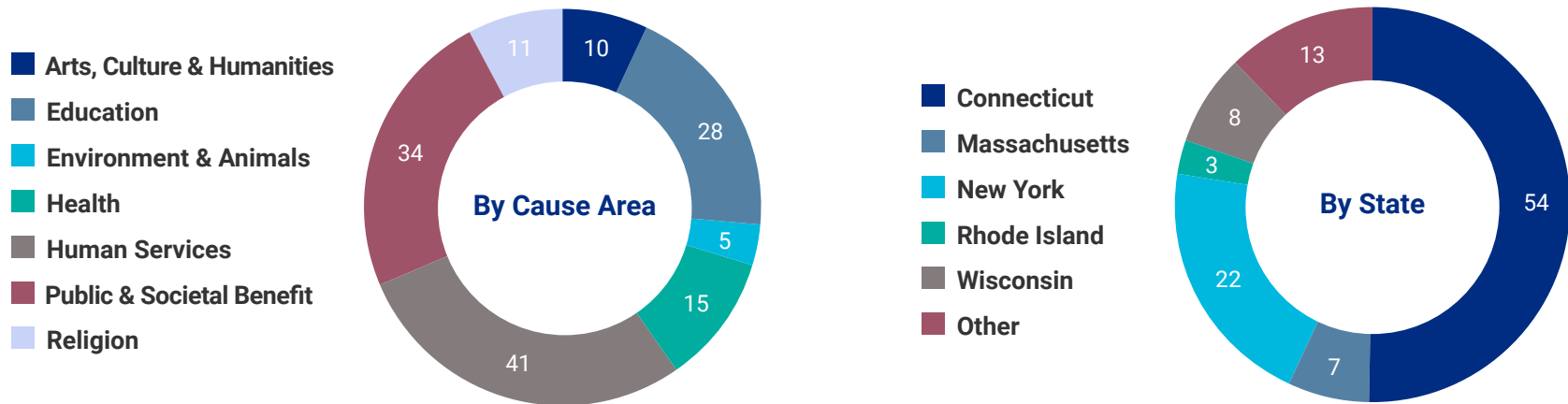
**17,282**  
community service hours



**553**  
organizations served

To recognize those dedicated to serving our communities, we held our second annual Volunteer of the Year and Webster's Top 10 Community Service Stars awards luncheon. For colleagues who want to take their commitment a step further, we continue to run our nonprofit board service matching program. We also hosted two additional sessions of our Board Service Masterclass in 2025, providing the tools and information volunteers need to become successful nonprofit board members.

### Board Participation



### In 2025, we expanded our enterprise-wide Community Impact Month to a 90-day commitment, as a way to honor Webster's 90th anniversary.

Our colleagues responded, generously donating 5,106 hours of their time to 175 nonprofits throughout our footprint. As part of this milestone celebration, we also introduced a 90 Days of Impact grant nomination program. Colleagues had the opportunity to nominate a nonprofit of their choice to receive a grant from Webster. Nominations came in from across the bank for organizations focused on animals, healthcare, education, senior care, sports/physical activity, food insecurity and much more. 90 organizations were selected to receive \$1,000 each for a total of \$90,000. It was incredible to see the number of colleagues that are passionately involved and committed to nonprofit work in their communities, and we applaud their dedication.

# Corporate Philanthropy

**Webster supports a wide range of nonprofit agencies that serve low- to moderate-income communities throughout our footprint. Helping our community partners activate their work is at the heart of our Philanthropy program.**

Our grantmaking priorities are focused on partnering with nonprofit organizations that support underserved communities and address economic inclusion, with a focus on financial empowerment, community and workforce development, and basic needs. We fund organizations whose primary mission and programming address one of these four pillars:



## Workforce Development

Promote job creation, strengthen small business development and provide career skills for underserved populations.



## Community Development

Support creation of affordable housing, including homeownership counseling, foreclosure prevention, first time homebuyer support and credit remediation, as well as support for CDFIs and CDCs.



## Financial Empowerment

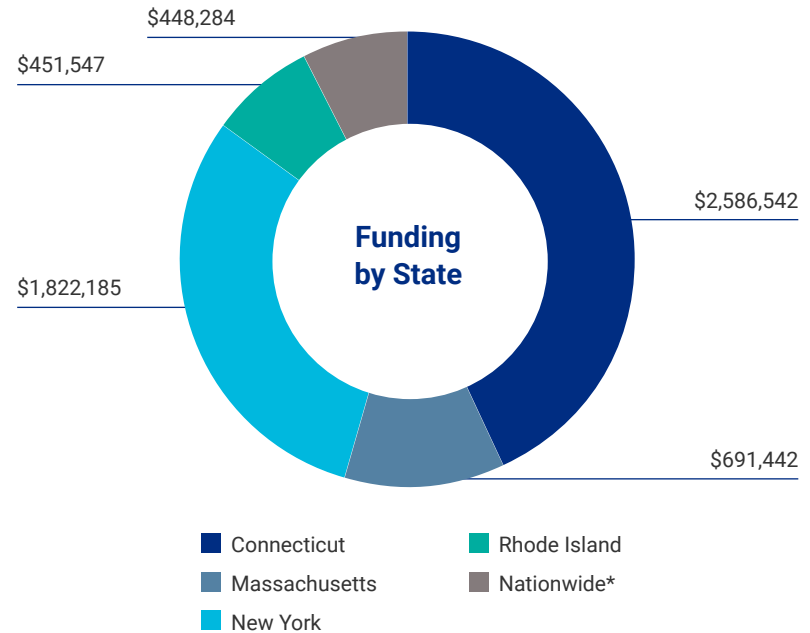
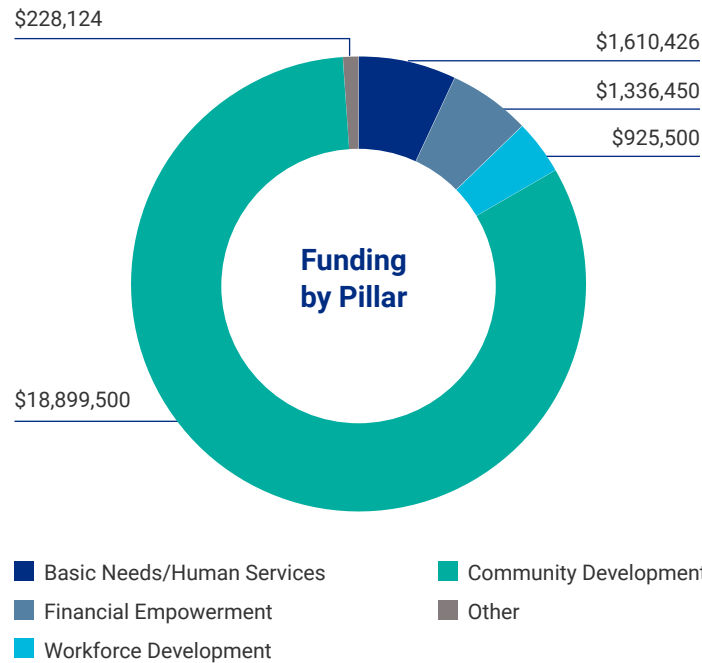
Support organizations whose main mission is financial empowerment and inclusion through financial literacy programs for youth and aging populations.



## Basic Needs/ Human Services

Strengthen our communities by addressing food insecurity (primarily through regional food banks), homelessness and targeted wrap-around services.

## 2025 Corporate Philanthropy Grant Awards



- ⇒ Through December 31, 2025, we made \$6 million in grants to nonprofit organizations across our footprint who reported serving nearly over 22 million clients.
- ⇒ In 2025, we made grants to 279 nonprofit organizations who reported serving over 22 million clients.
- ⇒ Of those that responded to the application question, 91% serve over 50% low-moderate income (LMI) individuals, and 58% serve 90-100% LMI individuals.

\*This amount represents matching gifts and grants made outside our primary footprint. As of 12/31/25.





# Valuing Our People

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# Human Capital Management

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**At Webster, we're committed to being the employer of choice. We believe our colleagues are the foundation of our long-term stability and success.**

As a values-driven organization, we offer competitive compensation, meaningful professional development opportunities and comprehensive health and wellness programs. Our policies and practices are designed to reflect the highest standards of fairness, safety and compliance with applicable laws. As of December 31, 2025, Webster had 4,498 full-time employees and 103 part-time employees.

We champion equal opportunity and fair labor practices across every level of our organization. A culture of trust and transparency is central to our approach and we actively listen to our colleagues through our annual engagement survey, conducted in partnership with a third party. In 2025, we achieved an impressive 86% response rate, well above the national average of 75%, with over 7,400 comments that help shape our workplace for the better. Survey responses showed that colleagues felt valued, respected and supported by their managers and teams:

- Many highlighted open-door policies, active listening and genuine support.
- Team members felt safe to share ideas and concerns without fear of retaliation or dismissal.
- Trust and respect are foundational, with managers often recognized for their approachability and empathy.

Following the completion of the 2025 survey, we continued to engage colleagues through a structured action planning process. Survey insights were shared at the board level.

As part of Webster's broader Human Capital Management (HCM) strategy, the Board-level Compensation and Human Resources Committee (CHRC) plays a critical governance role in overseeing HCM across the organization. This includes reviewing and approving policies, plans and programs related to compensation and benefits. Through this oversight, the CHRC ensures that Webster's HCM practices are aligned with performance, market standards and the company's strategic objectives.

**The HR Leadership Team is composed of nine senior leaders overseeing key areas such as compensation, benefits and payroll, HR business partners, talent acquisition and management, HR technology, culture and colleague engagement and inclusion.**

The team meets biweekly with our Chief Human Resources Officer. The first meeting each month focuses on internal HR alignment, while the second includes cross-functional partners to ensure coordination across the enterprise. This structured cadence supports strategic alignment, informed decision-making and consistent execution of our human capital management priorities.

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## Recruitment and Retention

At Webster, we believe that great talent drives great outcomes. Our HCM platform empowers leaders to attract, develop and support top performers across the organization. Through this technology, we're able to streamline recruitment, enhance employee experience and strengthen our culture.

### Recent highlights include:

Expanding partnerships with local universities and community organizations to build an inclusive talent pipeline.

Elevating our talent management process with structured annual performance reviews and regular check-ins.

Promoting continuous growth through curated professional development events, training sessions and networking opportunities.

**In 2025, our total turnover rate was 8.57%. Our voluntary turnover rate stood at 6.35%, a testament to our focus on engagement and retention. 24% of open positions were filled by internal candidates in 2025.**

## Compensation and Benefits

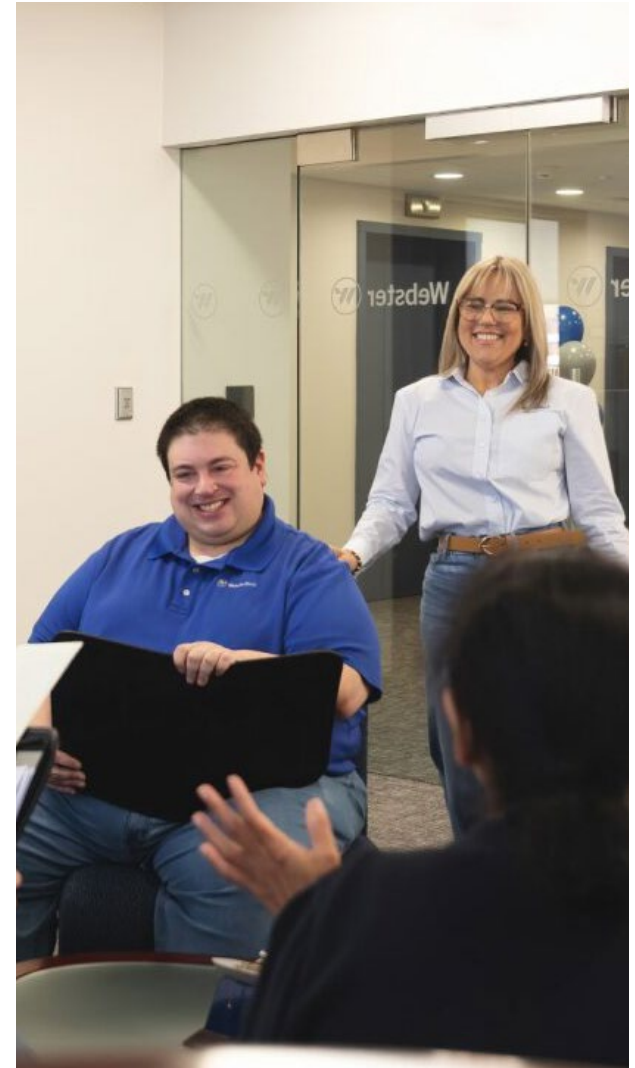
At Webster, our compensation philosophy is built around fairness, performance and alignment with our strategic goals. We design our programs to attract and retain top talent while rewarding contributions that drive both short- and long-term success. Compensation is more than a paycheck: it is a reflection of our culture, our values and our commitment to recognizing excellence across the organization.

We're deeply committed to pay equity and conduct regular reviews of our compensation model to ensure fairness and transparency across all roles. Our compensation policies are designed to ensure that all roles offer meaningful earning potential and we regularly benchmark wages against regional standards to maintain competitiveness and equity. These efforts not only support our workforce but also contribute to broader sustainability by reducing turnover, fostering long-term employment and minimizing the resource impact of frequent hiring cycles.

Oversight is essential to ensuring consistency, integrity and alignment in our compensation practices. The Incentive Compensation Oversight Committee conducts an annual review and approval of all business-line incentive and sales plans to promote responsible behavior and support enterprise-wide goals. At the board level, the CHRC provides governance over executive compensation, including the review and approval of corporate bonus objectives, long-term incentive plans and compensation recommendations for senior leaders. The CHRC also evaluates severance and change-in-control agreements. Consistent with our compensation philosophy, Webster structures executive pay to be strongly aligned to performance, reinforcing the connection between operational outcomes and shareholder value. Our pay practices include annual review of competitive market data from multiple surveys each year.

At our annual meeting of shareholders held on May 21, 2025, Webster conducted an advisory vote on executive compensation. Approximately 97.6% of shareholders voted in favor of the compensation for our Named Executive Officers (NEOs) as outlined in the 2025 Proxy Statement, affirming confidence in our approach and alignment with stakeholder expectations.

Our continued work in refining pay equity reflects our dedication to creating a workplace where people thrive. Ongoing reviews by function, job level and internal peer comparisons will continue to guide our efforts in promoting equitable compensation across the organization.



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## Colleague Recognition

At Webster, our recognition philosophy plays a meaningful role in shaping our culture and strengthening the way we work together. When we acknowledge each other's contributions, achievements and everyday efforts, we reinforce a sense of belonging and shared purpose.

Recognizing colleagues—whether through peer appreciation or acknowledgment from leadership—creates memorable moments that highlight the impact each person has on our success.

Through our Rewards and Recognition program, we offer both monetary and meaningful non-monetary ways to celebrate one another, helping cultivate an environment of gratitude, encouragement and collective accomplishment.



In addition, colleagues shared nearly 18,000 Hi-Five digital e-posts through our **STARS Recognition Platform**. By encouraging peer appreciation and leadership recognition, we continue to build a culture where colleagues feel valued, supported and motivated to excel together.



A key component of recognition is our quarterly **Impact Makers Awards**, which spotlights colleagues who make significant, measurable contributions to the organization. Whether through innovative solutions or exceptional client service aligned with our strategic objectives, these award recipients exemplify what it means to bring our values to life. In 2025, 38 colleagues earned this prestigious award.

Webster also offers a competitive benefit package that reflects the needs of our workforce. We continually review and evolve our benefits plans as necessary to remain competitive and to meet the needs of our inclusive workforce. Our benefit cost structure is tied to salary level, so that lower-salaried colleagues bear less cost.

## Health and Safety

The health and safety of our colleagues is a top priority at Webster. We maintain a proactive safety culture that is embedded in every aspect of our operations, ensuring that colleagues, clients and stakeholders experience the highest standards of safety. This approach emphasizes personal responsibility and collective vigilance.

All colleagues are required to acknowledge and adhere to our Health & Safety policies, which reflect our commitment to eliminating hazards across banking centers and other sites. We provide ongoing training on best safety practices and conduct regular safety reviews at each location. Monthly safety metrics are tracked and reported to ensure continuous improvement and accountability.



### Health & Wellness

- Medical and prescription, dental and vision plans
- Life insurance and disability benefits
- Health Savings Accounts (HSAs)
- Wellness incentives
- Flexible Spending Accounts (Medical/Dependent Care/Limited Purpose/Commuter)



### Other Benefits

- Paid time off (PTO) and paid holidays
- Paid parental leave
- Disability pay benefits
- Enhanced military pay
- Matching 401(K) retirement savings plan
- Employee Stock Purchase Plan
- Colleague Bank (exclusive colleague discounts on our financial services)
- Employee Assistance Program
- Backup child and elder care assistance
- Student loan repayment program
- Pet insurance
- Wellness programs (such as gym reimbursements, incentives for well-being activities and fitness challenges)
- Transitions (retirement and Medicare concierge service)

## Learning and Talent Management

We are deeply committed to investing in the growth and success of our Webster colleagues. We actively support their career progression with a range of learning and development opportunities. Our internal learning platform offers virtual instructor-led training and a library of on-demand programs, giving colleagues the flexibility to learn at their own pace. More than 630 courses are available on the platform. In addition, we provide unlimited access to self-directed e-learning courses taught by industry experts, with curated learning paths tailored to specific professional interests. Beyond these resources, we make significant investments in formal development programs designed to strengthen our talent pipeline and prepare our workforce for future leadership.

In 2025, we conducted a comprehensive review and update of Webster's talent and performance management program. As part of this process, we evaluated our existing frameworks and compensation plans to ensure they met evolving compliance standards. An external consultant was engaged to assess alignment with best practices and regulatory requirements. This effort reinforced our commitment to maintaining a compliant, transparent and performance-driven approach to talent management.

Webster also advanced several key initiatives to strengthen our talent infrastructure and succession planning efforts in 2025. A new leadership development program called myLink to Develop was rolled out within our intranet platform, enabling all colleagues to access development tools and resources. We also implemented an automated job description system that streamlines role documentation and ensures consistency. Additionally, we enhanced our HR information system platform, allowing teams to more easily generate and route reports to the appropriate stakeholders.



Colleagues have access to more than 600 MyLearning courses available through WorkDay.

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## Talent Development

### Internship Program

In 2025, our Internship Program welcomed 48 participants across eight lines of business. This 10-week experience included five in-person events, including Orientation, Volunteer Day, Lean Six Sigma Yellow Belt training and National Intern Day, as well as virtual professional development sessions and networking opportunities. The program concluded with each intern presenting their work to Webster leaders and colleagues, showcasing their contributions and growth.



### Rotational Program

Our Rotational Program is designed for early-career, high-potential college graduates and offers structured assignments across the bank over an 18-month or two-year period. In 2025, tracks were available in Commercial Banking, Enterprise Risk, IT-Business Solutions and IT-Audit. Participants rotate through at least three areas of the business and benefit from mentoring, networking and targeted professional development through virtual instructor-led classes. In 2025, eight individuals completed the program and joined the Commercial Banking track, while four others were placed in their respective departments.

### RISE Emerging Talent Program

The RISE Emerging Talent Program supports high-potential individual contributors who are preparing for management roles or expanded responsibilities. Participants develop key skills in collaboration, leadership, problem-solving and communication, while also exploring whether they aspire to become people leaders. In 2025, 36 colleagues took part in this hybrid program, which includes three in-person class days and virtual training over eight weeks. The 24-hour curriculum covers topics such as Individual Leadership, Change Agility, Emotional Intelligence and Critical Thinking. Participants noted the value of engaging with colleagues and building a network for the future. Nominations are made through HR Business Partners in consultation with business leaders.

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## Lead With Impact

Our flagship management development initiative, Lead with Impact, equips participants with the skills and mindset needed to lead successful teams in a dynamic workplace. In 2025, 48 colleagues from ten departments completed the program. It includes three full-day, in-person classes, six live virtual trainings, individual action plans and a capstone management simulation known as “The Management Challenge.” The 10-week program focuses on Performance Coaching, Communication Styles and Leading Change, with nominations facilitated by HR and business leaders.

## Mentorship Program

Webster’s updated Mentorship Program is another cornerstone of our career development strategy. This six-month program connects colleagues with mentors based on their self-identified career and development goals. In 2025, 112 mentees were matched with 112 mentors. Mentorship fosters self-confidence, skill development and expanded professional networks. Mentees benefit from a trusted sounding board for decision-making, while mentors gain the satisfaction of contributing to talent development and enhancing their own leadership capabilities.

## Advanced Leadership Program

The Advanced Leadership Program (ALP) pilot concluded in 2025. This program focuses on next-level development for seasoned leaders. From strategic thinking to prioritization, self-discovery and team leadership, the ALP is differentiated by its emphasis on the content and experiences being portable, applicable, memorable, engaging, energizing and fun, through a variety of highly immersive learning delivery methods. Following the successful pilot, ALP will become part of Webster’s Talent Development programming.

## Positive Corporate Culture

Webster understands the value of a positive corporate culture—one where colleagues feel connected, supported and inspired to do their best work. We demonstrate our core values of Integrity, Collaboration, Accountability, Agility, Respect and Excellence in everything we do. Our Executive Management Committee and senior leaders reinforce this by modeling these values in the way they lead, creating clarity and consistency around what it means to live our culture.

Our most recent engagement survey reinforces this strength: the highest rated question across the enterprise was directly tied to our culture, reflecting colleagues' strong belief in the positive environment we have built together.

For new colleagues, our immersive Living Our Culture program, delivered by our Certified Culture Facilitators, dedicates 2.5 hours to Culture, underscoring from their very first day how essential our values are to who we are as an organization. This session provides an early understanding of how to demonstrate our core values, establishes shared cultural norms and highlights ways to foster a meaningful sense of inclusivity—whether through volunteering, joining a Business Resource Group or engaging with colleagues across the organization.



Now in its second year, our **Culture Champion Program** leverages the time and talent of 134 colleague volunteers from across the footprint and different lines of business. These Culture Champions lead culture sessions, conversations and activities that bring our values to life. In 2025, more than 4,200 Webster colleagues participated in these sessions—further strengthening our shared commitment to the positive, values-driven culture that defines how we conduct business and support each other, our clients and the communities we serve.

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## Inclusion and Belonging

At Webster Bank, inclusion and belonging are not just values – they are essential to our long-term success. We are committed to cultivating a workplace where every colleague feels supported, respected, valued and empowered to thrive. This commitment is reflected in our efforts to attract, develop and retain a workforce that reflects a broad range of perspectives, experiences and professional backgrounds.

We believe that an inclusive workplace supports engagement, reduces turnover and enhances our ability to serve clients and communities. Our goal is to be an employer of choice by offering opportunities for growth and development in a supportive environment where collaboration and respect are foundational.

Webster maintains a zero-tolerance policy for harassment and discrimination. We provide equal employment opportunities to all individuals consistent with all applicable equal employment opportunity laws and protections. Our hiring, promotion and retention practices are based solely on merit and qualifications.

Education and open dialogue are central to our inclusion strategy. In 2025, a variety of learning activities were offered to colleagues, including professional development workshops and career development presentations. Designed to deepen understanding and reinforce Webster’s values, these programs help foster a culture of awareness, empathy and shared responsibility.

Our Inclusion and Belonging Council plays a key role in shaping strategy and driving action aligned with Webster’s business priorities. Composed of senior leaders, including our Chief Executive Officer and Chief Credit Officer and representatives from our Business Resource Groups, the Council meets quarterly to explore ways to strengthen education, talent development, colleague engagement and community connection. The Council reports its findings to the Corporate Responsibility Committee (CRC), which in turn reports to the Nominating and Corporate Governance Committee of the Board of Directors. This governance structure underscores our belief that creating a welcoming and inclusive workplace is a strategic priority for Webster.

## Business Resource Groups

Webster's eight Business Resource Groups (BRGs) are open to all colleagues on a voluntary basis and play a vital role in advancing our strategic goals while strengthening connections and enriching the communities where we live and work. These groups foster deeper connections through market development, client engagement, mentoring, networking and community outreach, helping colleagues better understand the needs of our markets and stakeholders.

Aligned with our corporate strategy, BRGs harness the power of an inclusive workforce. These benefits may include increased innovation, more effective problem-solving and enhanced colleague engagement and satisfaction. The BRGs bring together individuals representing a wide range of experiences and perspectives, creating opportunities for personal and professional growth.

BRGs also support key initiatives across recruitment, talent acquisition, leadership development and retention - contributing to a more dynamic and productive workplace. In 2025, 1,380 Webster colleagues were active members in BRGs, reflecting the strong impact these groups have on our culture and business success.

### Webster BRGs

- ⇒ African and Caribbean Heritage Connection
- ⇒ Allies for Disabilities and Accessibility
- ⇒ Amigos Connected @ Webster
- ⇒ Military Veterans Community Network
- ⇒ Multi-Generations
- ⇒ Pan Asian Collective
- ⇒ Webster PRIDE
- ⇒ Webster Women's Network





# Our Environment

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# Environmental Responsibility

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**We believe that our focus on environmental sustainability provides a strategic benefit by reducing costs and improving operational efficiencies. Engaging with our suppliers, we measure and manage these impacts to conserve resources, reduce costs and promote ethical practices.**

We continue to evaluate energy-efficient equipment for office use, such as ENERGY STAR® appliances, motion detector lighting and high-efficiency HVAC units. We have also reduced our electricity usage with LED lighting upgrades throughout our banking centers and offices. Our older office technology is donated to local nonprofits, and we contract with a certified e-waste company for disposal of outdated equipment. In 2025, 8,198 devices and 7,154 pounds of miscellaneous electronics were diverted to e-Waste disposal.

We further extend our commitment to the communities we serve by financing commercial loans with companies involved in renewable energy, environmental remediation and energy-efficient components.



**Webster Bank created or maintained commitments for approximately \$ 1.07 billion in loans for renewable energy, environmental remediation and energy-efficient components in 2025.**

These were located primarily within Webster's regional lending footprint. Our approach supports the alignment of our financial services with our commitment to environmental responsibility.

## Advancing Sustainability in Waterbury, Connecticut

Webster's oldest corporate site, our 145 Bank Street location was built in 1978.

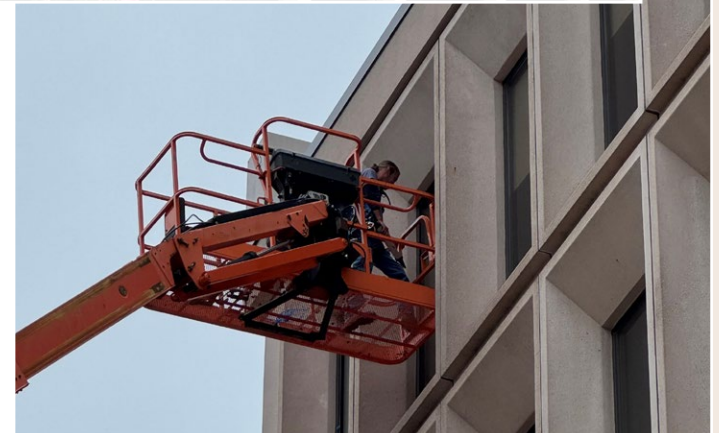
The Waterbury building has had a number of recent upgrades to improve its sustainability:

- 100kW solar installation offsets ~104% of electricity usage
- Original windows replaced with insulated glass (Cradle to Cradle Certified® Bronze supplier )
- Low flow automatic flushometers and automatic faucets to conserve water
- Occupancy sensors and switches turn off lights when not in use
- Internal window shades and glass film to reduce HVAC load
- Automated temperature adjustments during unoccupied hours
- Smart plug timers in cubicle furniture turn off during unoccupied hours



403,037 kWh

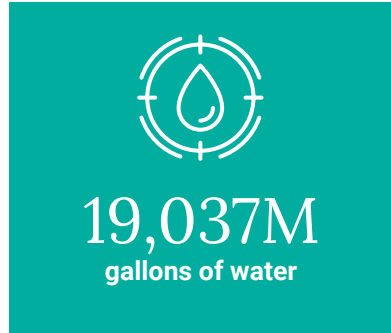
in estimated annual energy savings were achieved through the LED lighting replacement project, completed in 2025.



## Water

In 2025, we began measuring and tracking water withdrawal across our corporate sites and banking centers.

This will serve as a baseline year from which we will be able to explore opportunities to better manage our water usage.



## Sustainability Events

In 2025, we continued our efforts to educate and inform our colleagues about sustainability practices. As part of Hispanic Heritage Month celebrations, we worked with the Amigos BRG to co-host an event designed with intentional sustainability practices.



By emphasizing responsible purchasing, we eliminated helium balloons and single-use plastic décor in favor of reusable items. We further reduced waste by choosing compostable serviceware, partnering with our caterer to avoid unnecessary disposables and repurposing name tags from prior events, as well as other features.

The event demonstrated how practical, cost-effective choices advance our sustainability commitment and enhance employee engagement. This approach to sustainable event planning was shared with Corporate Affairs and will also be implemented by BRGs in 2026.



Our Waterbury corporate site participates in Connecticut's [Non-Residential Renewable Energy Solutions Netting Incentive](#), a program that provides renewable energy tariffs to compensate non-residential owners of distributed energy resources like solar for the power their systems produce and provide to the electric grid.

When our solar installation produces more clean energy than we can use, the surplus is sent back to the grid. For every extra kilowatt-hour we contribute, Webster receives credits at the same rate we pay for grid electricity. These credits help offset future electricity bills and lower operational costs.

# Climate Risk

**To better understand and address the potential impacts of climate change on our operations, Webster continued to build on a comprehensive climate risk management process in 2025.**

We consider climate-related risks in our business operations and in our lending activities. Climate risk identification occurs at the transaction, portfolio and enterprise levels, and risks are considered at the time of signing contracts and in the management of our portfolio of properties and vendors. Appropriate risk mitigation, such as resiliency arrangements and insurance, is established to ensure our overall risk profile remains in line with our risk appetite.

To align with both the TCFD recommendations and California's SB 261 requirements, in 2025 Webster engaged a third-party consultant to conduct a climate-related risk and opportunities assessment for our 221 operating sites.

Through this process, climate-related physical risks, as well as transition risks and opportunities, were identified and scored based on their likelihood and potential impact over the short, medium and long terms across low, moderate and high emissions scenarios. This approach allowed Webster to evaluate our operations' exposure to physical and transition risks across different scenarios and understand how these changes could impact our business.

This assessment process supported internal control rigor and a greater focus on systematic risk identification and monitoring.



# Greenhouse Gas Management

**We recognize the importance of the transition to renewable energy and have been working to increase our use of renewable energy.**

Our dedication to developing a low-emission footprint is a cornerstone of our response to changing consumer needs and investor interests. The financial investments required to develop and operationalize our sustainability program are integrated into our broader financial planning activities, ensuring economic viability and alignment with our long-term growth objectives.

In 2025, our 100kW solar installation came online at our Waterbury corporate site. It is expected to offset approximately 104% of our electricity usage and reduce our GHG emissions. At our Massachusetts and New York locations, Webster continues to match 100% of our annual electricity usage with Green-e renewable energy certificates (RECs) through December 2026.

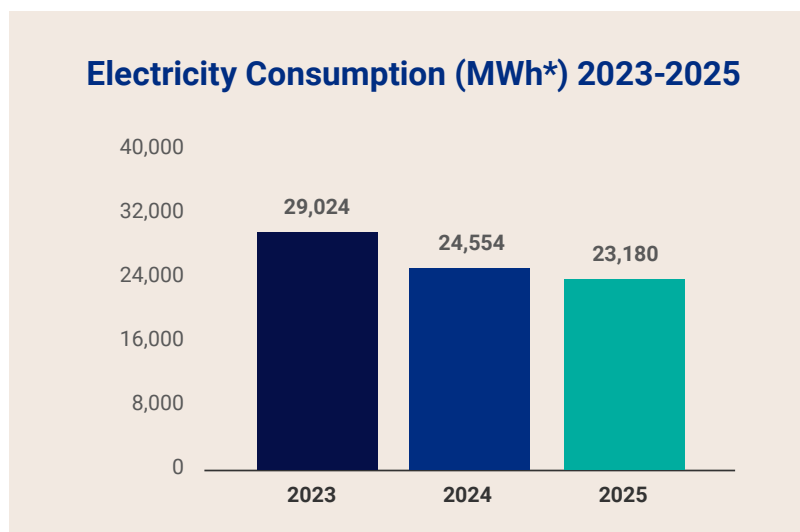
Webster Bank follows Greenhouse Gas Protocol standards. Our organizational boundary includes all owned and leased spaces and vehicles for which we have operational control. Facilities in which we do not have operational control (e.g., co-working spaces, spaces leased/subleased to a third party) are excluded from this boundary. Emissions for select sites were estimated. Emissions factors were sourced from the United States Environmental Protection Agency.

In 2025, we engaged a CARB-accredited verification body to provide limited assurance over Webster’s Scope 1 and Scope 2 greenhouse gas emissions inventory prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and assured in accordance with ISO 14064-3. The independent assurance statement covering the 2025 reporting year is available on [page 81](#) of this Report.

GHG Emissions (MT CO <sub>2</sub> e)*	2023	2024	2025
Scope 1	3,521	3,869	3,936
Scope 2 (location-based)	10,311	8,345	7,804
Scope 2 (market-based)	8,869	7,107	6,478
<b>Total Scope 1 and Scope 2 (market-based)</b>	<b>12,390</b>	<b>10,976</b>	<b>10,414</b>

\* Metric tons of carbon dioxide equivalent

Revisions were made to 2023 and 2024 emissions data due to the acquisition of Ametros. In 2025, their corporate location was added to our Corporate Real Estate portfolio.



\* Megawatt-hour



# Responsible Governance

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# Oversight

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**Webster is committed to achieving excellence in our corporate governance practices. This commitment is supported by comprehensive governance structures, policies, management committees and practices designed to ensure transparency in reporting and accountability for our Board of Directors and senior management.**

Our governance policies and procedures ensure that Webster maintains the highest levels of ethics and integrity, as well as data security and client privacy safeguards. We also maintain robust programs to manage operational risks and promote compliance with all applicable laws, regulations and rules governing ethical business conduct.

Webster believes that our Board should be composed of directors with diverse experience in business and in areas that are relevant to the company. Our Board of Directors is comprised of a majority of independent directors as defined by the NYSE listing standards and Webster's Corporate Governance Policy. With the exception of the Executive Committee, our Board committees consist entirely of independent directors. Our directors bring valuable expertise and insight to help Webster realize its corporate goals.

Director education is essential to the ability of our directors to provide oversight and fulfill their roles. The required orientation program includes the introduction of the new directors to the Company's principal officers and presentations by senior management to familiarize new directors with the Company's strategic plans and business efforts.

Throughout the year, our directors participate in continuing education activities and receive educational materials on a wide variety of topics. These include corporate governance, the financial services industry, cybersecurity, BSA/AML, executive compensation, risk management, finance and accounting. This formal continuing education program includes training on complex products, services, lines of business and risks that have a significant impact on Webster; laws, regulations and supervisory requirements applicable to Webster; and other topics identified by our Board.

These educational opportunities provide our directors with timely updates on best practices among our peers and in the general marketplace, and further supplement our directors' significant business and leadership experiences.



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As directors retire, our robust succession program identifies new Board members who can bring additional qualities and experience to help us continue to innovate and succeed. Each year, the Board undergoes a self-assessment process to evaluate performance of the Board and its Committees. As part of the self-assessment process, the Board considers which attributes and skill sets are important to ensure optimal performance of the Board. This information is utilized when considering outside director candidates. The Board is committed to achieving balance between depth of experience and fresh approaches to oversight and strategic deliberations, particularly as Webster's business and best practices of corporate governance, and corporate sustainability, evolve.

As a market-leading, values-driven financial institution, we work to ensure Webster's operations are conducted in a manner that is both consistent with our corporate responsibility initiatives and supportive of the communities in which we operate. Our Board of Directors continues to oversee Webster's corporate responsibility efforts, led by the Nominating and Corporate Governance Committee.

Our Board and senior leadership actively promote sustainable corporate governance and risk management across the bank. This culture of Integrity, Collaboration, Agility, Accountability, Respect and Excellence affirms our unwavering commitment to building value for all stakeholders.

## 2025 Board of Directors

**6 Committees**

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**9 Executive Sessions of Independent Directors**

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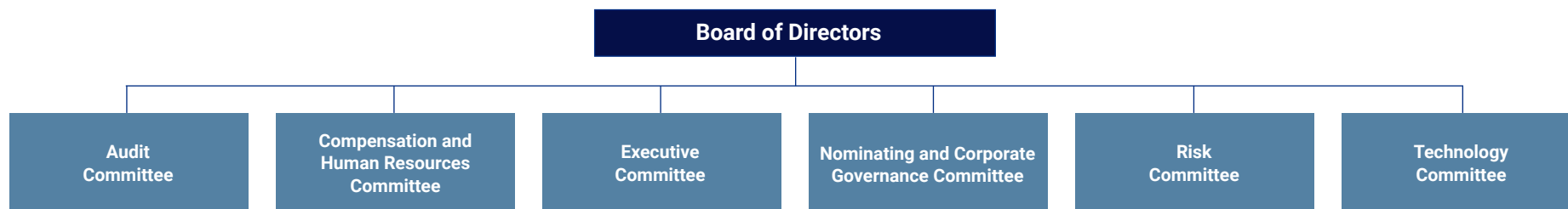
**12 Independent Directors**

As of 12/31/25

## Board Skills Matrix

DIRECTOR	John R. Ciulla	Mona Aboelnaga Kanaan	William L. Atwell	John P. Cahill	Fred Crawford	William D. Haas	E. Carol Hayles	Maureen B. Mitchell	Laurence C. Morse	Richard O'Toole	Mark Pettie	Lauren C. States	William E. Whiston
Public Company / Corporate Governance	•	•	•	•	•	•	•	•	•	•	•	•	•
Audit / Financial Reporting	•	•			•	•	•	•			•		•
Financial Services Industry	•	•	•	•	•	•	•	•	•	•			•
Executive Leadership	•	•	•	•	•		•	•	•	•	•	•	•
Risk Management	•	•	•	•	•	•	•	•	•	•	•	•	•
Technology, Cybersecurity & Data Management	•	•						•				•	•
Strategic Planning and M&A	•	•	•	•	•		•	•	•	•	•	•	•
Compensation & Human Capital Management	•	•	•	•		•	•	•	•	•	•		•
Legal & Regulatory	•	•		•	•	•	•	•	•	•	•		•

## Webster's Board Structure



The **Audit Committee** oversees our financial reporting process, system of internal financial and accounting controls, audit process and compliance with applicable laws and regulations. The Audit Committee also consults with management, independent accountants and the internal auditors on, among other items, matters related to the annual audit and financial reporting, internal controls, and the accounting principles applied. The Audit Committee recommends the appointment of an independent registered public accounting firm and is responsible for the oversight of such firm.

Our **Compensation and Human Resources Committee** oversees compensation and benefits matters, and reviews and approves the compensation and benefit policies, plans and programs for our Chairman of the Board and Chief Executive Officer, most other executive officers and non-employee directors.

Our **Nominating and Corporate Governance Committee** has overall responsibility for recommending our corporate governance process and Board operations. The Committee identifies director nominees, reviews the qualifications and experience of each person considered as a nominee for election or reelection as a director, and recommends director nominees to fill vacancies on the Board and for approval by the Board and stockholders.

The **Risk Committee** assists the Board in fulfilling its oversight responsibilities regarding our enterprise risk management program and effectively challenging the Company's (i) risk appetite and alignment with strategy, (ii) risk governance and culture, (iii) key enterprise risks, (iv) stress testing of capital and liquidity, and (v) Credit Risk Review functions.

Our **Technology Committee** assists the Board in fulfilling its oversight responsibilities with respect to the overall role of technology in executing our business strategy. The Technology Committee is responsible for reviewing and approving our technology strategy, major technology investments, operational performance, cybersecurity, data privacy and technology trends that enable our strategic plan and assist the Board and the Risk Committee with the review of technology risks.

Our **Executive Committee** has and exercises all the authority of the Board of Webster when the Board is not in session except to the extent such authority is limited by the resolution appointing the Executive Committee and with respect to specific actions as detailed within the Bylaws.

# Ethics

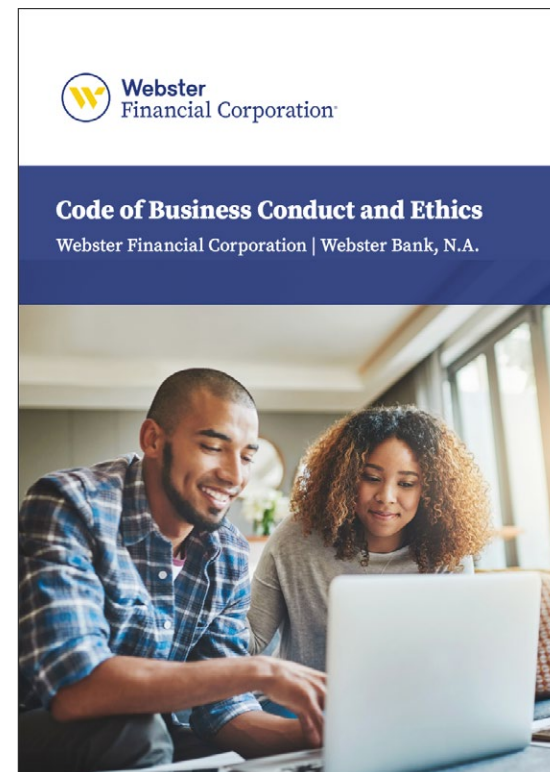
**Webster Bank has adopted a Code of Business Conduct and Ethics (the Code), which outlines the conduct and ethical principles expected of all directors and colleagues, including officers, contractors, agents and vendors. The Code serves as a foundation for maintaining the highest standards of integrity across the organization.**

Webster encourages all directors and colleagues to speak up promptly if they suspect wrongdoing or believe an action may violate the Code. All concerns are investigated thoroughly and addressed to promote full compliance with applicable securities laws and regulations, accounting standards, audit practices and expectations of fair and ethical behavior.

Any Webster colleague or other individual with a concern may contact their manager, Human Resources, the Company's General Counsel, Chief Audit Officer or other members of the Executive Management Team. Concerns may also be reported through the third-party vendor supported Webster Ethics Hotline. All matters raised through the Webster Ethics Hotline are reported to the Company's Audit Committee and fall under its oversight. Additional information on reporting concerns is available in the Code.

The Code is communicated to new hires and reinforced annually through required ethics training. It is supplemented by Webster's Financial Code of Ethics, which establishes additional expectations for the Chief Executive Officer and Senior Financial Officers.

In addition to complying with the Code, Webster's principal officers are responsible for providing full, fair, accurate, timely and understandable disclosure in reports and documents filed with or submitted to the U.S. Securities and Exchange Commission, the Federal Reserve, the Federal Deposit Insurance Corporation and the Office of the Comptroller of the Currency, as well as in public communications made by the Company. The Financial Code of Ethics was developed to satisfy the Sarbanes Oxley Act and NYSE requirements, and it is reviewed and approved at least annually by the Audit Committee and the full Board of Directors. Concerns regarding potential violations of the Financial Code of Ethics may be raised through Human Resources, the General Counsel, the Chief Audit Officer, the Board, or the Ethics Hotline.



Webster regularly evaluates and strengthens its Code to reflect evolving expectations, industry standards and leading practices. As part of this effort, we monitor peer institutions, benchmark the Code against them, and consider relevant regulatory developments and emerging legislative trends.

Through this review, Webster revised its Code to expressly prohibit discrimination based on political viewpoint, reinforcing the Company's commitment to fairness, respect and an inclusive workplace. These updates support the Code's continued relevance, breadth and alignment with Webster's values.

Together, the Code and Webster's broader corporate governance principles foster accountability and transparency across the organization. These guidelines reflect our commitment to maintaining the highest standards of ethics and integrity while fostering compliance with all applicable laws.

Through our Code of Conduct, employee handbooks and related policies, we communicate workplace expectations that uphold ethical and professional behavior.

Our Supplier Code of Conduct extends these expectations to our business partners, ensuring that our relationships are grounded in lawful, ethical and fair practices. We conduct business every day with honesty and integrity, and we expect our partners to do the same.

Ongoing communication and training are core to our ethics and compliance program. Colleagues participate in both web-based and in-person training covering regulations and business practices relevant to Webster. All colleagues complete annual ethics and compliance training on rotating topics, while hourly colleagues receive training through local Human Resources teams. Colleagues are also required to acknowledge that they have read and understand the Code.

We encourage all Webster colleagues, suppliers and stakeholders to speak up about potential legal or ethical issues. Concerns may be raised through multiple channels, including managers, Human Resources, the Legal Department or the Ethics Hotline. This reporting system supports prompt and thorough review of issues, reinforcing a culture of continuous improvement and integrity.



## Governance Documents

### Committee Charters

- Audit Committee
- Compensation and Human Resources Committee
- Nominating and Corporate Governance Committee
- Risk Committee
- Technology Committee

### Corporate Governance Documents

- Code of Business Conduct and Ethics
- Financial Code of Ethics for Senior Financial Officers
- Insider Trading Policy
- Corporate Governance Policy
- Executive Stock Ownership Guidelines
- Shareholder Rights Plan Policy

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## Client Protection and Advocacy

Webster's commitment to client protection is deeply embedded in our culture and operations, reflecting a broader dedication to responsible banking.

At the heart of this commitment is the Client Protection Advocacy Framework, a firm-wide initiative led by Consumer Banking that ensures financial services are delivered with integrity, transparency and fairness. This framework is not just a set of policies – it's a guiding philosophy that shapes how Webster engages with clients across every touchpoint.

Oversight of the framework is entrusted to the Client Protection and Advocacy Council (CPAC), a management-level body established in 2012. CPAC brings together a cross-functional team from across the organization, including Compliance, Consumer and Commercial Banking, Front-Line Controls, Corporate Responsibility, Internal Audit, Legal, Lending, Risk Management and other support areas. In 2023, CPAC expanded its scope by integrating the Sales Integrity Working Group, reinforcing its role as a central forum for championing client interests. Meeting quarterly, CPAC reviews customer complaints, fraud trends, product integrity, sales practices and regulatory developments.

These insights are escalated to the Regulatory Compliance Committee, which reports to the Enterprise Risk Management Committee and ultimately to the Board of Directors.

Integral to CPAC's work is the Voice of the Client (VOC) Program, which captures and analyzes client concerns that are not resolved at the first point of contact. Through cross-departmental collaboration, VOC enables thorough documentation and remediation, while also providing CPAC with actionable data to identify trends and recommend improvements. This program has earned praise from both clients and regulators, who have recognized it as a best practice in client advocacy.

**All Webster colleagues are required to complete training on the Code of Business Conduct and Ethics, and Elder Financial Exploitation. Additionally, Consumer Banking colleagues are required to complete training on:**

- Webster Bank Product Knowledge
- 2025 Fair Credit Reporting Act - Regulation V
- 2025 Fair Lending
- 2025 Fair Debt Collection Practices Act
- 2025 Privacy of Consumer Information
- 2025 UDAP/UDAAP Unfair Deceptive or Abusive Acts or Practices
- 2025 Voice of the Client for HSA Bank
- 2025 Voice of the Client



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## Fraud and Financial Crimes

The Enterprise Risk Management Division's Financial Crimes Team (EFC) leads efforts in Bank Secrecy Act/Anti-Money Laundering (BSA/AML) compliance and fraud risk mitigation.

A dedicated BSA & Fraud Oversight Committee, composed of first-line control representatives, as well as representatives from Risk Management, Legal and Bank Operations complements CPAC's work and reports into the Enterprise Risk Management Committee. This committee also meets quarterly to assess money laundering, suspicious and fraudulent activity, financial losses and emerging threats.

In 2025, Webster made significant investments in technology to strengthen our financial crimes program. We are implementing enterprise-wide platforms with advanced money laundering and fraud detection capabilities, including Software-as-a-Service (SaaS) solutions powered by AI and machine learning. These upgrades combined with expanded use of a check image analysis tool have already delivered measurable results, including a 50% reduction in check fraud. EFC also collaborates closely with internal partners, including Webster's Corporate Information Security Team, to respond to fraudulent events in real time, using interdiction tools and escalation protocols to mitigate risks swiftly.

Education and training are key pillars of Webster's 2025 strategy. Our Financial Crimes team is staffed with certified professionals, including Certified Anti-Money Laundering Specialists (CAMS) and Certified Fraud Examiners (CFE). In addition, each analyst completes a minimum of 15 hours of annual training. Firm-wide mandatory BSA/AML training is supplemented by voluntary sessions tailored to Commercial and Consumer Banking teams. Webster also prioritizes client education, with outreach efforts focused on fraud schemes such as elder abuse, human trafficking, check fraud and identity theft.

Webster's fraud monitoring capabilities include industry-standard tools for ATM and debit card transactions, as well as proactive surveillance of the dark web and other external sources. We regularly file Suspicious Activity Reports (SARs) to stay ahead of emerging AML schemes and maintain heightened focus on Office of Foreign Assets Control (OFAC) compliance.

Together, these efforts reflect a unified approach to client protection, one that integrates advocacy, oversight, technology and education. Through CPAC's efforts and the strength of our Financial Crimes program, we continue to refine Webster products, services and processes to safeguard our clients and promote their long-term financial well-being.

# Risk Management

## At Webster, effective risk management is critical to our long-term success and sustainability.

In 2025, we strengthened our approach by formalizing and enhancing our Risk Governance Framework (RGF) to align with regulatory expectations and best practices. The RGF provides a structured, enterprise-wide methodology for identifying, assessing, monitoring and managing risks in alignment with our strategic objectives and risk appetite.

### Governance and Oversight

Risk oversight begins with our Board of Directors (Board), which is responsible for the oversight of Webster’s adherence to safe and sound banking practices. The Board requires management to establish and implement an effective RGF that meets regulatory standards.

The Board oversees and provides challenges on the RGF overall design and its effective implementation. The Board approves Webster’s Risk Appetite Statement, strategic plan and key governance policies annually, and monitors adherence to risk tolerances through regular reporting.

The Risk Committee (RC) assists the Board in its oversight of Management’s responsibility for implementation of the RGF. The RC reviews and discusses materials related to Webster’s top risks: Credit, Financial, Information, Compliance, Operational, Strategic and Reputational risks, as well as emerging risks, including climate. During 2025, the Risk Committee held six meetings.

At the management level, the Enterprise Risk Management Committee (ERMC) serves as the highest risk governance body, providing oversight of risk programs and acting as an escalation point for significant issues. ERMC is supported by specialized management committees that monitor risk exposures, review remediation plans and ensure effective challenge across all risk categories.

The Chief Risk Officer (CRO) and the Chief Credit Officer (CCO) are the Chief Risk Executives who are appointed by the Chief Executive Officer (CEO) to lead the independent risk management functions and have unrestricted access to the Board to address risks and issues identified.

Risk governance establishes the foundation for managing risk in alignment with Webster’s strategic objectives and risk appetite. The RGF is anchored in the Three Lines Model, which delineates clear accountability among the First Line, Second Line and Third Line. Within the Model, decisions and assumptions are effectively challenged to promote sound risk management and informed decision-making.

Every colleague plays an important role in managing risk and maintaining a sound and safe control environment. All Webster colleagues are required to comply with laws, regulations and company policies, including the Code of Business Conduct and Ethics Policy. Colleagues are also expected to understand the risks that fall within their areas of responsibility, manage these risks within the approved risk tolerances and escalate issues to their managers, and as well as through established escalation channels.

Through strong risk management governance, Webster enhances its ability to respond to emerging risks and achieve operational resilience.

### Three Lines Model

First Line - Front Line Units (FLUs)	Second Line - Independent Risk Management (IRM)	Third Line - Internal Audit
Own and manage risks, implement controls, conduct self-assessments, and escalate issues	Independently assess, monitor and challenge FLU risk practices	Provide independent assurance on the design and effectiveness of the RGF

## Risk Appetite

Webster maintains a Risk Appetite Statement (RAS), which is a key component of the RGF as it links the monitoring and reporting of risks with Webster's business strategy and financial targets through a series of coordinated efforts between front line units and second line functions.

The purpose of the RAS is to facilitate sustainable achievement of Webster's business and financial objectives by providing the organization with expectations of the type and level of risk the Bank is willing to accept in pursuit of those objectives. The RAS defines acceptable levels of risk across top categories using both qualitative statements and quantitative metrics. Risk tolerances are established at Board, Management and FLU levels, with response plans required for breaches.

## Risk Culture as the Foundation

Webster's Board expects the CEO and executive management to set the tone in which strong risk management is viewed as not only the foundation of the RGF, but also an important element of Webster's culture. This empowers the CRO to champion a strong risk culture in which colleagues feel encouraged to raise and escalate issues, engage in open dialogue about risks, and work towards developing and implementing effective remediation plans.

Our risk culture is anchored in the principles of Escalate, Remediate and Manage, empowering colleagues to identify and escalate issues promptly. Executive leadership sets the tone from the top, reinforcing accountability for risk management through performance evaluations and compensation programs.

Webster provides mandatory ongoing colleague, manager and director training on a wide variety of risk-related topics, including requirements associated with key regulations such as Fair Lending and Bank Secrecy Act (BSA), which includes identifying and reporting unusual or suspicious activity.



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## Integration with Strategic Planning

Risk management is embedded in Webster's strategic and capital planning processes. Annual risk profile assessments inform the Board's review of the strategic plan, ensuring alignment between risk appetite, business objectives and regulatory requirements.

## Risk Identification and Assessment

Risk identification is a continuous process and occurs at the transaction, portfolio, and enterprise levels. The approaches used to identify risk include process and data analysis, scenario analysis, risk metrics and risk and control assessments. Impacts of risks can be both quantitative and qualitative.

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## Controls

Maintaining a strong and resilient control environment remains a top Webster priority. In 2025, we implemented a unified, enterprise-wide Risk and Control Self-Assessment (RCSA) methodology, designed from the ground up to provide consistency, transparency and comparability across all business lines. Similarly, we developed a consolidated control inventory, bringing all controls under a single framework and strengthening the foundation for effective oversight.

As these enhancements have taken hold, Webster has seen a meaningful increase in self identified issues, an indicator of a healthy and maturing risk culture. Colleagues are increasingly empowered to raise concerns, escalate issues and engage in open dialogue about risks.

Webster's transformation also included additional clarification of front line risk management roles and responsibilities, enhancement of second line standards and reinforcement of Webster's risk management culture. To support this work, we engaged a third party firm to assess staffing and capabilities across the enterprise. The resulting insights informed a significant investment in talent in 2025, with 86 percent of new hires placed directly into risk related functions. This investment reflects Webster's commitment to ensuring the right expertise is in place to meet regulatory expectations and support long term organizational resilience.

A key component of Webster's modernization is the migration of risk processes into ServiceNow. This includes the identification and mapping of controls to material risks, and the classification of controls as automated, hybrid or manual. Webster is actively working to increase automation where appropriate, improving efficiency and reducing operational risk. Alongside this effort, standards and procedures have been redrafted in partnership with Enterprise Risk Management, ensuring alignment with the new RCSA methodology and control framework. These enhancements support SASB's expectations for internal control rigor and TCFD's focus on systematic risk identification and monitoring.



Training has been a critical enabler of this evolution. Webster launched a 45-minute online RCSA training module, supplemented by workshops, intensive hands on sessions and close collaboration with Internal Audit. To support this work, we established a steering group and a standing weekly governance forum with a formal voting process to determine what moves forward and when. This disciplined structure ensures transparency, consistency and sustained momentum.

# Cybersecurity

## At Webster, cybersecurity is a foundational element of our enterprise-wide risk management strategy.

As digital threats continue to evolve, our commitment to protecting the confidentiality, integrity and availability of information assets remains unwavering.

Led by the Chief Information Security Officer (CISO), our cybersecurity program is based on a three lines of defense model in line with regulatory expectations to protect key IT infrastructure and services and oversee the information security risk profile. Information security risk management practices are integrated within enterprise level processes enabling us to anticipate and respond to emerging risks.

We take a proactive, layered approach to prevention, detection and response, to help ensure our systems, data and infrastructure are safeguarded against disruption, misuse and emerging risks.

As part of the monthly IT Process Review forum, the Chief Information Officer (CIO) and his leadership team, including the CISO, review key metrics (KPIs/KRIs) for all IT processes. This includes critical processes within the cybersecurity program, such as asset management, identity access management, operational resilience, logging & monitoring, threat intelligence, vulnerability management, data loss prevention, endpoint security, network security, security awareness and training, cybersecurity risk management, etc. The objective of these reviews is to ensure alignment with organizational goals, monitor risk posture and drive continuous improvement across IT and cybersecurity domains.

Webster's cybersecurity program has multiple levels of governance, including the management-level Information Risk Committee (IRC), the Third-Party Risk Management Committee (TPRMC), the Operational Risk Management Committee (ORMC), the Regulatory Compliance Committee (RCC) and the Enterprise Risk Management Committee (ERMC) which reports to the Risk Committee of the Board, and the Disclosure Committee which reports to the Audit Committee. The CISO also sits on key



management committees, such as the AI Governance and New Activity Committees. The CIO and the CISO report to the Technology Committee of the Board.

Operationally, our Security Operations Center (SOC) provides 24/7 monitoring of internal and external security events. The SOC is supplemented by multiple managed service providers for full coverage and rapid response. A dedicated threat intelligence team continuously assesses emerging risks, which are escalated through senior management and reported to the Board as part of our cybersecurity risk oversight. Webster also conducts regular vulnerability scans and engages third-party firms for penetration testing and other assessments. Identified vulnerabilities are prioritized and remediated based on severity and risk. Our security team performs adversary threat modeling and proactive threat hunting, including attack simulations and testing of security controls. These efforts inform our detection engineering and threat intelligence programs, allowing us to monitor attack trends and strengthen defenses.

In 2025, Webster observed a modest increase in public scanning and phishing attempts, consistent with broader industry trends. According to data, these incidents remained below peer averages and were deemed opportunistic rather than targeted. All activities were successfully mitigated without impact.

Our cybersecurity framework is built on recognized standards, including the National Institute of Standards and Technology (NIST) Special Publication 800-53 and the Center for Internet Security (CIS) Top 18 Controls. These controls are prioritized based on real-world attack data and aligned with industry best practices. Webster's commitment to Zero Trust principles—emphasizing verification, segmentation and least privilege access—continues to be a defining feature of our security posture and is reflected in our 10-K disclosures.

Recent advancements include the implementation of desktop multi-factor authentication (MFA) beyond Active Directory credentials, incorporating key-based and push notification methods. Webster also introduced operational control and pre-approved blacklisting protocols to enhance endpoint protection. We further strengthened our cloud security capabilities through a partnership with a leading cloud security firm.

Education and training remain central to our defense strategy. All employees, contractors and contingent workers are required to complete cybersecurity training annually, with new hires completing it within 30 days.

Internal Audit independently conducts risk-based testing of policies, standards and objectives against industry frameworks such as the NIST Cybersecurity Framework 2.0. External audits, including KPMG financial accuracy reviews, are conducted regularly to validate the integrity of our systems and identify potential vulnerabilities.

In addition, Webster's matured third-party risk management program includes weekly stakeholder reviews, where vendor certifications and controls are assessed for red flags. Once onboarded, vendors are subject to annual refresh cycles to ensure continued compliance.

Through continuous investment in technology, governance and education, Webster remains vigilant in protecting our digital infrastructure and fostering resilience against emerging cyber threats. Our approach reflects not only regulatory expectations but also our responsibility to clients, colleagues and shareholders.

## Our Commitment to Data and Cybersecurity:

- Oversight is provided by the Enterprise Risk Committee and the Board of Directors.
- Our IT security teams partner with third parties to perform annual penetration testing, vulnerability scanning and monitoring of any potentially suspicious activity across our enterprise.
- Cross-functional, multilevel approach to IT that promotes leadership engagement on strategic data initiatives and associated risk management that lends itself to our safety and soundness risk model.
- A communications campaign for National Cybersecurity Awareness Month provides internal and external audiences with helpful tips and information each week. In addition to weekly emails for Webster colleagues, the messaging was shared in the internal e-newsletter, on screens in our office locations and ATMs and in social media posts.

# Artificial Intelligence at Webster

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**Webster began its AI journey in 2024 by establishing an AI Working Group, which brought together representatives from IT, lines of business, Risk, Legal and Compliance to explore how AI could create value for our company and our clients.**

In 2025, the AI Working Group evolved into the Artificial Intelligence Governance Committee (AIGC). The AIGC provides oversight, strategic direction and governance for the responsible and effective design, implementation and use of AI at Webster. Its mandate is to ensure that all AI initiatives align with Webster's corporate strategy, adhere to our Risk Governance Framework and comply with Webster's AI program while driving innovation and operational efficiency.

Chaired by the Head of AI and Enterprise Architecture, the AIGC members include representatives from the CIO group, Enterprise Risk (including Model Risk Management and Third-Party Risk Management), Legal and Compliance. The Committee meets monthly and reports directly to the Technology Committee of the Board.

Webster's AI program is built on the NIST AI Risk Management Framework, ensuring that our operating structure and risk practices align with industry standards.

Webster's current AI strategy focuses on improving colleague productivity and operational efficiency. As the AI program evolves, any future applications that involve external-facing use cases or outputs used in decision making will require AIGC review and approval. To support consistent governance and future growth, Webster has established an Artificial Intelligence Policy along with standard procedures. All AI use cases developed and deployed within the organization must comply with Webster's Artificial Intelligence Policy.

## Colleague Training

In 2025, Webster launched a secure, in-house AI assistant to enable colleagues to work more efficiently. All colleagues are required to complete Generative AI Awareness training and follow Webster's AI use policies to ensure safe and effective adoption. The launch included interactive sessions on how to use the assistant and develop effective prompts for day-to-day use. Additional AI applications are available within specific lines of business and departments, and colleagues using these tools must complete all associated training and adhere to applicable policies.

## Commitment to Responsible AI

Webster is committed to using AI technologies in a manner that reflects our core values and protects our consumers, colleagues and clients from harm, while safeguarding the company's reputation. All colleagues must comply with Webster's Code of Business Conduct and Ethics and complete mandatory AI training to protect Webster's consumers, colleagues and clients from harm, and to protect the company from reputational damage. All colleagues are required to complete mandatory AI training.

Webster's AI systems must never be used to harm, discriminate or infringe upon the rights and well-being of individuals or groups. Approved uses are limited to internal audiences, must exclude personal or confidential information, and must not produce outputs that influence decisions impacting Webster, its colleagues, clients or consumers.

# Corporate Political Activity

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Webster Bank's business interests are directly and indirectly affected by legislation and regulations adopted at the federal and state level. As a result, it is in the interest of Webster, its shareholders, colleagues and clients that Webster supports candidates whose policy positions, in its judgment, align to the interests of Webster and the communities it serves, regardless of party affiliation.

Webster Bank's [Federal Political Action Committee](#) (PAC) is registered with the Federal Election Commission and complies with all applicable federal campaign finance laws. Webster does not make corporate contributions, either in the form of cash or soft money, to candidates for public office or political parties.

The PAC Executive Committee is comprised of the PAC Chair, the PAC Treasurer, the PAC Administrator, the General Counsel and at least one at-large member. The PAC Executive Committee is responsible for working with Webster senior management and the Bank's lines of business to identify Webster's priority issues, evaluate candidates and make campaign contributions as it deems appropriate.

Webster's Political Contributions Policy is reviewed regularly by the PAC Executive Committee who will obtain input from the PAC Administrator, Chief Corporate Responsibility Officer, General Counsel and the Corporate Responsibility Committee prior to submission for approval by the Nominating and Corporate Governance Committee of the Board.





# Annex

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This annex expands transparency through key quantitative data compiled in accordance with the SASB and TCFD frameworks, along with additional details on our workforce, revenues, sales and stakeholders. In developing our Report, we have compiled metrics organized by key sustainability themes incorporated within our tables and throughout our organization. Webster aligns to the SASB classifications for Commercial Banking. Our reporting reflects that classification.

All data included in this annex reflects calendar year 2025.



# Sustainability Accounting Standards Board (SASB)

## Commercial Banks

The below disclosures reflect data from the 2025 reporting period, unless otherwise noted.

Topic	SASB Code	Metric	Response
Data Security	FN-CB-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected	Any material cybersecurity incidents from the reporting period would be disclosed in accordance with regulatory requirements in our public filings with the U.S. Securities and Exchange Commission. Additionally, all incidents, cybersecurity or otherwise, are reported to Legal, Compliance and senior leadership to ensure reporting requirements are maintained. Any new reporting requirements are immediately reviewed and added to our internal procedures.
	FN-CB-230a.2	Description of approach to identifying and addressing data security risks	<p>At Webster, cybersecurity is a foundational element of our enterprise-wide risk management strategy. Led by the Chief Information Security Officer (CISO), our cybersecurity program is based on a three lines of defense model in line with regulatory expectations to protect key IT infrastructure and services and oversee the information security risk profile. Information security risk management practices are integrated within enterprise level processes enabling us to anticipate and respond to emerging risks.</p> <p>Our Security Operations Center (SOC) provides 24/7 monitoring of internal and external security events. The SOC is supplemented by multiple managed service providers for full coverage and rapid response. A dedicated threat intelligence team continuously assesses emerging risks, which are escalated through senior management and reported to the Board as part of our cybersecurity risk oversight.</p> <p>Webster also conducts regular vulnerability scans and engages third-party firms for penetration testing and other assessments. Our security team performs adversary threat modeling and proactive threat hunting, including attack simulations and testing of security controls.</p> <p>Our cybersecurity framework is built on recognized standards, including the National Institute of Standards and Technology (NIST) Special Publication 800-53 and the Center for Internet Security (CIS) Top 18 Controls. These controls are prioritized based on real-world attack data and aligned with industry best practices. Webster's commitment to Zero Trust principles – emphasizing verification, segmentation and least privilege access – continues to be a defining feature of our security posture and is reflected in our 10-K disclosures.</p> <p>Education and training remain central to our defense strategy. All employees, contractors and contingent workers are required to complete cybersecurity training annually, with new hires completing it within 30 days.</p> <p>Internal Audit independently conducts risk-based testing of policies, standards and objectives against industry frameworks such as the NIST Cybersecurity Framework 2.0. External audits are conducted regularly to validate the integrity of our systems and identify potential vulnerabilities.</p>

## Commercial Banks cont.

Topic	SASB Code	Metric	Response									
Financial Inclusion and Capacity Building	FN-CB-240a.1	(1) Number and (2) amount of loans outstanding that qualify for programs designed to promote small business and community development	<table border="1"> <thead> <tr> <th></th> <th>SMALL BUSINESS</th> <th>COMMUNITY DEVELOPMENT</th> </tr> </thead> <tbody> <tr> <td>(1) Number</td> <td>2,212</td> <td>58</td> </tr> <tr> <td>(2) Value</td> <td>\$499,581,000</td> <td>\$619,432,730</td> </tr> </tbody> </table>		SMALL BUSINESS	COMMUNITY DEVELOPMENT	(1) Number	2,212	58	(2) Value	\$499,581,000	\$619,432,730
		SMALL BUSINESS	COMMUNITY DEVELOPMENT									
	(1) Number	2,212	58									
	(2) Value	\$499,581,000	\$619,432,730									
FN-CB-240a.2	(1) Number and (2) amount of past due and nonaccrual loans or loans subject to forbearance that qualify for programmed designed to promote small business and community development	<table border="1"> <thead> <tr> <th></th> <th>SMALL BUSINESS</th> <th>COMMUNITY DEVELOPMENT</th> </tr> </thead> <tbody> <tr> <td>(1) Number</td> <td>142</td> <td>2*</td> </tr> <tr> <td>(2) Value</td> <td>\$17,883,469.52</td> <td>\$2,245,816.10</td> </tr> </tbody> </table> <p>*Of current and prior period CDLs on the books as of 12/31/25, 2 were past due or nonaccrual.</p>		SMALL BUSINESS	COMMUNITY DEVELOPMENT	(1) Number	142	2*	(2) Value	\$17,883,469.52	\$2,245,816.10	
	SMALL BUSINESS	COMMUNITY DEVELOPMENT										
(1) Number	142	2*										
(2) Value	\$17,883,469.52	\$2,245,816.10										
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	<p>Webster Connect Checking provides unbanked and underbanked clients with financial services with limited fees to help them save, grow and access their money in a reliable way. This product has been certified by Cities for Financial Empowerment for meeting the BankOn National Account Standards for 2025-2026.</p> <p>Webster Connect Checking is available in all Webster locations. We are working with our Community Banking Center Managers to promote the product, and partnering with the BankOn coalitions in Connecticut.</p>										
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	<p>In 2025 Webster partnered with 524 community development organizations to conduct 1,239 financial literacy and homebuyer workshops to 15,778 participants.</p> <p>While we do track the number of participants in our financial literacy initiatives, we do not currently track those that are considered unbanked, underbanked or underserved.</p> <p>In 2025, we expanded our signature Webster Finance Lab initiative with the opening of three new Finance Labs in Dorchester, MA, Providence, RI and Dix Hills, NY. The Webster Finance Labs are designed to help young people gain the skills needed for economic empowerment and financial success. Our nine Finance Labs were developed in partnership with nonprofit organizations across the footprint; Webster provides technology, curriculum support and colleague volunteer opportunities.</p>										
Incorporation of Environmental, Social and Governance Factors in Credit Analysis	FN-CB-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in credit analysis	<p>In efforts led by our Chief Risk Officer and Chief Credit Officer, Webster continues to develop and refine our risk management framework for measuring and managing material climate risks that could impact the bank's operations and lending activities. Data and credit process enhancements are also in progress.</p> <p>Webster has relatively limited exposure to climate risks in our operations and lending portfolio. Based on our portfolio's footprint and composition, credit exposure to sectors associated with high climate-related physical and transition risks is low at approximately 3% of our total Commercial Loan balances. Thus, the bank's loan portfolio on the whole is resilient to such risks. The scenario analysis conducted in 2025 will allow for more emphasis to limit climate risk exposure in our organizational lending strategy, while increasing the diligence in review of climate-related risks in prospective lending projects.</p> <p>For additional details of physical and transition risk assessment, please see <a href="#">Webster's Climate-Related Risks and Opportunities Report</a>.</p>									

## Commercial Banks cont.

Topic	SASB Code	Metric	Response
Financed Emissions	FN-CB-410b.1	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	Webster does not currently track these data points.
	FN-CB-410b.2	Gross exposure for each industry by asset class	Webster does not currently track these data points.
	FN-CB-410b.3	Percentage of gross exposure included in the financed emissions calculation	Webster does not currently track these data points.
	FN-CB-410b.4	Description of the methodology used to calculate financed emissions	Webster does not currently track these data points.
Business Ethics	FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Any material losses would be reported in the financial statements included in our quarterly (10-Q) or annual (10-K) reports filed with the U.S. Securities and Exchange Commission.
	FN-CB-510a.2	Description of whistleblower policies and procedures	<p>Webster Bank has adopted a Code of Business Conduct and Ethics (the Code), which outlines the conduct and ethical principles expected of all directors and colleagues, including officers, contractors, agents and vendors. The Code serves as a foundation for maintaining the highest standards of integrity across the organization.</p> <p>Webster encourages all directors and colleagues to speak up promptly if they suspect wrongdoing or believe an action may violate the Code. All concerns are investigated thoroughly and addressed to promote full compliance with applicable securities laws and regulations, accounting standards, audit practices and expectations of fair and ethical behavior.</p> <p>Any Webster colleague or other individual with a concern may contact their manager, Human Resources, the Company's General Counsel, Chief Audit Officer, or other members of the Executive Management Team. Concerns may also be reported through the third-party vendor supported Webster Ethics Hotline. All matters raised through the Webster Ethics Hotline are reported to the Company's Audit Committee and fall under its oversight. Additional information on reporting concerns is available in the Code.</p>

## Commercial Banks cont.

Topic	SASB Code	Metric	Response
Systemic Risk Management	FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	Webster Bank is not classified as a Global Systematically Important Bank (G-SIB).
	FN-CB-550a.2	Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy and other business activities	<p>Although Webster is not required by the Office of Comptroller of Currency or the Board of Governors Federal Reserve Bank to conduct capital stress testing, we have continued to execute a robust stress testing program as a key component of enterprise risk management, strategic planning and capital planning processes. The objective of the stress test is to assess the adequacy of capital and holding company liquidity by conducting forward-looking assessments of potential impacts of various adverse events and circumstances and estimating their effect on regulatory capital ratios and holding company liquidity. The capital stress test helps management identify and link forward-looking risks and vulnerabilities to business strategy and capital planning decisions. The results of the stress test are used to establish internal capital operating ranges consistent with Webster's risk appetite and risk profile.</p> <p>The Stress Test Committee reviews the results of the stress test with the Board of Directors annually and provides a detailed analysis of the risk impacts to future capital ratios and strategic operating results. The Board utilizes the results of the stress test to assess the adequacy of capital planning and risk appetite limits. Our capital ratios remained strong through 2025, exceeding "well-capitalized" levels. Information about capital levels can be found in presentations located on our investor relations website.</p>
Activity Metrics	FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	Webster Bank discloses the value of checking and savings accounts in our <a href="#">Form 10-K</a> . To streamline 2024 reporting efforts, we have not compiled metrics beyond the 10-K.
	FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	Webster Bank discloses the value of checking and savings accounts in our <a href="#">Form 10-K</a> . To streamline 2025 reporting efforts, we have not compiled metrics beyond the 10-K.

## Consumer Finance

Topic	SASB Code	Metric	Response
Customer Privacy	FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	All financial services companies need to share clients' personal information to run their everyday business. Webster obtains consent/ acceptance of our Privacy and Opt-Out Notice when individuals open an account, and clients may opt out of sharing by calling us, completing a form online or visiting a Webster Banking Center. Our Privacy and Opt-Out Notice, Digital Privacy Statement and California Consumer Privacy Act (CCPA) Notice, which are available on our website, describe the information we collect from our clients and how we use it. We do not sell personal information, and we do not share personal information for purposes of cross-context behavioral or targeted advertising as defined under the CCPA. Webster is required to comply with applicable US federal and state laws, including those that obligate Webster to provide government officials with customer information and close customer accounts in certain circumstances.
	FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Any material losses would be reported in the financial statements included in our quarterly (10-Q) or annual (10-K) reports filed with the U.S. Securities and Exchange Commission.



## Consumer Finance cont.

Topic	SASB Code	Metric	Response
Data Security	FN-CF-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected	Any material cybersecurity incidents from the reporting period would be disclosed in accordance with regulatory requirements in our public filings with the U.S. Securities and Exchange Commission. Additionally, all incidents, cybersecurity or otherwise, are reported to Legal, Compliance and senior leadership to ensure reporting requirements are maintained. Any new reporting requirements are immediately reviewed and added to our internal procedures.
	FN-CF-230a.2	Card-related fraud losses from (1) card-not present fraud and (2) card-present and other fraud	Webster does not offer credit cards.
	FN-CF-230a.3	Description of approach to identifying and addressing data security risks	<p>At Webster, cybersecurity is a foundational element of our enterprise-wide risk management strategy. Led by the Chief Information Security Officer (CISO), our cybersecurity program is based on a three lines of defense model in line with regulatory expectations to protect key IT infrastructure and services and oversee the information security risk profile. Information security risk management practices are integrated within enterprise level processes enabling us to anticipate and respond to emerging risks.</p> <p>Our Security Operations Center (SOC) provides 24/7 monitoring of internal and external security events. The SOC is supplemented by multiple managed service providers for full coverage and rapid response. A dedicated threat intelligence team continuously assesses emerging risks, which are escalated through senior management and reported to the Board as part of our cybersecurity risk oversight.</p> <p>Webster also conducts regular vulnerability scans and engages third-party firms for penetration testing and other assessments. Our security team performs adversary threat modeling and proactive threat hunting, including attack simulations and testing of security controls. Our cybersecurity framework is built on recognized standards, including the National Institute of Standards and Technology (NIST) Special Publication 800-53 and the Center for Internet Security (CIS) Top 18 Controls. These controls are prioritized based on real-world attack data and aligned with industry best practices. Webster's commitment to Zero Trust principles -- emphasizing verification, segmentation and least privilege access -- continues to be a defining feature of our security posture and is reflected in our 10-K disclosures.</p> <p>Education and training remain central to our defense strategy. All employees, contractors and contingent workers are required to complete cybersecurity training annually, with new hires completing it within 30 days.</p> <p>Internal Audit independently conducts risk-based testing of policies, standards and objectives against industry frameworks such as the NIST Cybersecurity Framework 2.0. External audits are conducted regularly to validate the integrity of our systems and identify potential vulnerabilities.</p>
Selling Practices	FN-CF-270a.1	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold	<p>Variable pay is a component of many compensation packages at Webster Bank, which are designed to attract, retain and reward performance and align incentives with the achievement of our strategic plan and both short- and long-term operating objectives. Our colleagues selling credit products are eligible for sales and service incentives that provide recognition for their performance while aligning with our ethical conduct guidelines to ensure fair lending and sales practices are upheld. Webster's variable remuneration is tied to sales production and is structured as either a percentage or flat fee on funded dollars or units. Variable pay is not tied to the terms and conditions of Webster's products and services.</p> <p>Performance targets are determined by management based on factors such as Webster's strategy, industry trends, forecasts, past performance, market opportunity and goals. Incentives based on performance targets could include earned commissions, annual incentives, job promotions or recognition/positive exposure--while penalties could include earning a portion of a commission, not receiving a raise or termination of employment. For the Residential &amp; Consumer Lending Department specifically, targets are specific to each role and may be tied to revenue generation, production, service, risk mitigation, efficiency, support, compliance and personal development. Employee performance is measured against criteria outlined under job function performance objectives. Webster has an Incentive Compensation Oversight Committee that reviews and approves all business-line incentives and sales plans each year, which ensures consistent governance and behaviors.</p>

## Consumer Finance cont.

Topic	SASB Code	Metric	Response
	FN-CF-270a.2	Approval rate for (1) credit and (2) pre-paid products for applicants	Webster does not offer credit cards or pre-paid products.
Selling Practices cont.	FN-CF-270a.3	(1) Average fees from add-on products, (2) average APR of credit products, (3) average age of credit products, (4) average number of credit accounts and (5) average annual fees for pre-paid products	Webster does not offer credit cards or pre-paid products; Webster does not offer add-ons as defined by SASB.
	FN-CF-270a.4	(1) Number of customer complaints filed, (2) percentage with monetary or non-monetary relief	(1) 6 (2) 0%
	FN-CF-270a.5	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	Any material losses would be reported in the financial statements included in our quarterly (10-Q) or annual (10-K) reports filed with the Securities Exchange Commission.
Analytic Metrics	FN-CF-000.A	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account	Webster does not offer credit cards or pre-paid debit accounts.
	FN-CF-000.B	Number of (1) credit card accounts and (2) pre-paid debit card accounts	Webster does not offer credit cards or pre-paid debit accounts.

## Mortgage Finance

Topic	SASB Code	Metric	Response																																		
Lending Practices	FN-MF-270a.1	(1) Number and (2) value of residential mortgages of the following types: (a) combined fixed and variable-rate, (b) prepayment penalty, and (c) total	<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">LOAN NUMBER</th> <th colspan="3">LOAN BALANCE</th> </tr> <tr> <th>(FICO&lt;=660)</th> <th>(FICO&gt;660)</th> <th>N/A</th> <th>(FICO&lt;=660)</th> <th>(FICO&gt;660)</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>ARM</td> <td>247</td> <td>4,890</td> <td>517</td> <td>\$41,135,926.84</td> <td>\$3,348,003,086.18</td> <td>\$49,424,309.33</td> </tr> <tr> <td>PrePayment</td> <td>102</td> <td>12,120</td> <td>10</td> <td>\$6,478,540.20</td> <td>\$652,692,002.77</td> <td>\$224,377.75</td> </tr> <tr> <td>Residential</td> <td>1,197</td> <td>40,833</td> <td>1,332</td> <td>\$126,541,622.74</td> <td>\$10,324,647,105.21</td> <td>\$448,833,890.18</td> </tr> </tbody> </table>		LOAN NUMBER			LOAN BALANCE			(FICO<=660)	(FICO>660)	N/A	(FICO<=660)	(FICO>660)	N/A	ARM	247	4,890	517	\$41,135,926.84	\$3,348,003,086.18	\$49,424,309.33	PrePayment	102	12,120	10	\$6,478,540.20	\$652,692,002.77	\$224,377.75	Residential	1,197	40,833	1,332	\$126,541,622.74	\$10,324,647,105.21	\$448,833,890.18
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	FN-MF-270a.2	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure	Webster Bank discloses the value of foreclosures and modifications in our <a href="#">Form 10-K</a> . To streamline 2025 reporting efforts, we have not compiled metrics beyond the 10-K.																																		



## Mortgage Finance cont.

Topic	SASB Code	Metric	Response
Lending Practices cont.	FN-MF-270a.3	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	Any material losses would be reported in the financial statements included in our quarterly (10-Q) or annual (10-K) reports filed with the U.S. Securities and Exchange Commission.
	FN-MF-270a.4	Description of remuneration structure of loan originators	<p>The following regulations are required to be complied with regarding employee remuneration:</p> <ul style="list-style-type: none"> <li>*Truth in Lending Act (TILA): Requires compensation not be based on loan terms and that loan officers cannot receive dual compensation.</li> <li>*Equal Credit Opportunity Act (ECOA): Requires that compensation cannot result in disparate impact, treatment, or discrimination.</li> <li>*Real Estate Settlement Procedures Act (RESPA): Addresses kickbacks paid to loan officers and unearned fees.</li> </ul> <p>Variable pay is a component of many compensation packages at Webster Bank, which are designed to attract, retain, and reward performance and align incentives with the achievement of our strategic plan and both short- and long-term operating objectives. Our colleagues selling credit products are eligible for sales and service incentives that provide recognition for their performance while aligning with our ethical conduct guidelines to ensure fair lending and sales practices are upheld. Webster's variable remuneration is tied to sales production and is structured as either a percentage or flat fee on funded dollars or units. Variable pay is not tied to the terms and conditions of Webster's products and services. Webster has an Incentive Compensation Oversight Committee that reviews and approves all business-line incentives and sales plans each year, which ensures consistent governance and behaviors.</p> <p>Variable compensation is outlined in compensation (incentive) guides, approved by Webster's Incentive Oversight team. The guides are based on roles, with the structure varying based on position. For most roles, compensation is primarily structured around basis points paid on funded loan amounts. Community Liaison Officers are compensated by a higher base salary, with a flat payment per unit funded, regardless of loan volume.</p> <p>Executive management sets strategic priorities each year concentrating on areas of focus, diversification, revenue growth, shareholder value and measures of successes. These are then communicated with each business line where they are divided across channels based on the market conditions, staffing and ability to execute. Each channel's production is then broken down by territory and/or the number of loan officers within each area.</p> <p>Individual goals and objectives are set annually for originating colleagues based on their roles and performance is managed throughout the year. Annual reviews are conducted each year to assess performance to plan.</p> <p>Performance targets are determined by management based on factors such as Webster's strategy, industry trends, forecasts, past performance, market opportunity and goals. Incentives based on performance targets could include earned commissions, annual incentives, job promotions or recognition/positive exposure—while penalties could include earning a portion of a commission, not receiving a raise or termination of employment. For the Residential &amp; Consumer Lending Department specifically, targets are specific to each role and may be tied to revenue generation, production, service, risk mitigation, efficiency, support, compliance and personal development. Employee performance is measured against criteria outlined under job function performance objectives.</p> <p>Key performances include application volume, funded loan volume, pull-through ratios and adherence to regulatory requirements, including disclosures.</p> <p>Performance is measured using several reports, with a focus on evaluating loan officers against their annual goals. This assessment includes comparison to peers in similar function, while also considering the loan officer primary territory and the specific market.</p>

## Mortgage Finance cont.

Topic	SASB Code	Metric	Response																		
Discriminatory Lending	FN-MF-270b.1	(1) Number, (2) value, and (3) weighted average loan-to-value ratio of mortgages issued to (a) minority and (b) all other borrowers	<table border="1"> <thead> <tr> <th colspan="3">LOAN NUMBER</th> <th colspan="3">LOAN BALANCE</th> </tr> <tr> <th>(FICO&lt;=660)</th> <th>(FICO&gt;660)</th> <th>N/A</th> <th>(FICO&lt;=660)</th> <th>(FICO&gt;660)</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>1,197</td> <td>40,833</td> <td>1,332</td> <td>\$126,541,622.74</td> <td>\$10,324,647,105.21</td> <td>\$448,833,890.18</td> </tr> </tbody> </table> <p>We have elected to break down this data by FICO score. N/A refers to loans where FICO score is not tracked. Webster does not currently track the remainder of these data points, including the minority status of borrowers, in the context of the SASB definitions.</p>	LOAN NUMBER			LOAN BALANCE			(FICO<=660)	(FICO>660)	N/A	(FICO<=660)	(FICO>660)	N/A	1,197	40,833	1,332	\$126,541,622.74	\$10,324,647,105.21	\$448,833,890.18
	LOAN NUMBER			LOAN BALANCE																	
	(FICO<=660)	(FICO>660)	N/A	(FICO<=660)	(FICO>660)	N/A															
1,197	40,833	1,332	\$126,541,622.74	\$10,324,647,105.21	\$448,833,890.18																
FN-MF-270b.2	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	Any material losses would be reported in the financial statements included in our quarterly (10-Q) or annual (10-K) reports filed with the U.S. Securities and Exchange Commission.																			
FN-MF-270b.3	Description of policies and procedures for ensuring nondiscriminatory mortgage origination	<p>Webster is committed to making banking credit services available to all prospective and existing clients on a fair basis, offering fair and consistent treatment to all individuals, providing clear and complete communications regarding products and services, and responding to client concerns promptly and courteously. Webster supports fair and responsible banking principles, opposes discrimination and is committed to offering and delivering banking products and services on a fair and consistent basis to all prospective and existing clients regardless of race, color, religion, national origin, sex, marital status, age (provided the applicant or client is of legal age and has the capacity to enter into a legal contract), receipt of public assistance, good faith exercise of rights under the Consumer Credit Protection Act, gender identity or expression, disability or any other prohibited basis under federal or state laws or regulations. Webster has implemented robust policies and procedures designed to prevent discrimination in all phases of the lending process including originations and servicing.</p> <p>Webster maintains a Fair Lending Compliance Policy and Program (Fair Lending Policy) designed to comply with fair lending laws and regulations including, the Equal Credit Opportunity Act (ECOA), the Fair Housing Act (FHA), and other applicable laws and regulations. Webster's Fair Lending Policy is supported by line of business procedures that encourage sound and fair banking practices to help meet the credit needs of the communities across its footprint. Lending products are evaluated on sound credit factors and Webster does not tolerate discrimination towards any individual by any of its employees, officers, colleagues or agents. No individual is discouraged from applying for credit or other banking products or services and all applicants are provided the assistance they require in the preparation and processing of their request. Credit terms and conditions, including pricing, are applied based on objective and consistent Bank underwriting and pricing standards. Webster has implemented a comprehensive fair lending training for all colleagues involved in the lending process. The Bank conducts regular monitoring and testing of lending practices to ensure compliance with fair lending. Procedures, controls and colleague training courses have been designed to ensure loans originated or purchased comply with Fair Lending laws and regulations.</p>																			

## Mortgage Finance cont.

Topic	SASB Code	Metric	Response									
Environmental Risk to Mortgaged Properties	FN-MF-450a.1	(1) Number and (2) value of mortgage loans in 100-year flood zones	(1) 1,528 (2) \$592,209,051.62									
	FN-MF-450a.2	(1) Total expected loss and (2) Loss Given Default (LGD) attributable to mortgage loan default and delinquency due to weather-related natural catastrophes, by geographic region	Webster does not currently track these data points in the context of the SASB definition.									
	FN-MF-450a.3	Description of how climate change and other environmental risks are incorporated into mortgage origination and underwriting	<p>We consider climate-related risks in our business operations and in our lending activities. Climate risk identification occurs at the transaction, portfolio and enterprise levels, and risks are considered at the time of signing contracts and in the management of our portfolio of properties and vendors. Appropriate risk mitigation, such as resiliency arrangements and insurance, is established to ensure our overall risk profile remains in line with our risk appetite.</p> <p>In 2025 Webster engaged a third-party consultant to conduct a climate-related risk and opportunities assessment. Through this process, climate-related physical risks, as well as transition risks and opportunities, were identified and scored based on their likelihood and potential impact over the short, medium and long terms across low, moderate and high emissions scenarios. This approach allowed Webster to evaluate our operations' exposure to physical and transition risks across different scenarios and understand how these changes could impact our business.</p> <p>Webster has relatively limited exposure to climate risks in our operations and lending portfolio. Based on our portfolio's footprint and composition, credit exposure to sectors associated with high climate-related physical and transition risks is low at approximately 3% of our total Commercial Loan balances. Thus, the bank's loan portfolio on the whole is resilient to such risks.</p> <p>The scenario analysis conducted in 2025 will allow for more emphasis to limit climate risk exposure in our organizational lending strategy, while increasing the diligence in review of climate-related risks in prospective lending projects.</p>									
Activity Metrics	FN-MF-000.A	1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	<table border="1"> <thead> <tr> <th></th> <th>Residential</th> <th>Commercial</th> </tr> </thead> <tbody> <tr> <td>(1) Number</td> <td>2,976</td> <td>208</td> </tr> <tr> <td>(2) Value</td> <td>\$1,301,373,933.00</td> <td>\$3,157,166,988.27</td> </tr> </tbody> </table>		Residential	Commercial	(1) Number	2,976	208	(2) Value	\$1,301,373,933.00	\$3,157,166,988.27
		Residential	Commercial									
(1) Number	2,976	208										
(2) Value	\$1,301,373,933.00	\$3,157,166,988.27										
FN-MF-000.B	(1) Number and (2) value of mortgages purchased by category: (a) residential and (b) commercial	<table border="1"> <thead> <tr> <th></th> <th>Residential</th> <th>Commercial</th> </tr> </thead> <tbody> <tr> <td>(1) Number</td> <td>860</td> <td>0</td> </tr> <tr> <td>(2) Value</td> <td>\$744,868,885.18</td> <td>\$00</td> </tr> </tbody> </table>		Residential	Commercial	(1) Number	860	0	(2) Value	\$744,868,885.18	\$00	
	Residential	Commercial										
(1) Number	860	0										
(2) Value	\$744,868,885.18	\$00										

# Climate-related Risk and Opportunity Report

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The disclosures within this report are intended to align with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and to comply with the reporting requirements of California Senate Bill 261.

This report covers the TCFD's four pillars and supporting recommended disclosures, including how climate risks and opportunities are integrated into Webster's climate governance, strategy and risk management processes, and the metrics and targets used to track our climate performance over time.

This report contains forward-looking statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. Factors that could cause actual results to differ materially from those expressed or implied by such statements are set forth in our SEC filings. All forward-looking statements are based on management's current assumptions, estimates and projections.



# Governance

## a.) Describe the Board's oversight of climate-related risks and opportunities.

Webster's Board of Directors and its committees ensure that corporate responsibility principles, including sustainability and environmental, social and governance (ESG) activities, are integrated into our business strategy in ways that optimize opportunities to make positive impacts while advancing long-term goals. We are committed to conducting our business in a safe, environmentally responsible and ethical manner, and in a way that reflects our responsibilities to our stakeholders.

Climate risks and opportunities are managed at the enterprise level. Webster's Board of Directors oversees the company's approach to risk management, with multiple committees supporting climate-related issues. Authority on climate-related risk is delegated to the Board's **Risk Committee**. This is supported by the **Nominating and Corporate Governance Committee**, which oversees sustainability efforts, and the **Audit Committee**, which oversees the integrity of climate-related metrics. On a regular basis, the Nominating and Corporate Governance Committee is informed of climate-related issues by the executive-level Corporate Responsibility Committee.

Webster's executive-level **Internal Audit** and **Credit Risk Review** functions perform assessments and evaluations of risk management practices and internal controls, identify issues, make recommendations and inform the Board of Directors and executive management on matters that require remediation.

## b.) Describe management's role in assessing and managing climate-related risks and opportunities.

The management of climate-related issues is delegated to three executive-level committees and one working group, with internal control functions making recommendations on matters that require remediation:

- Enterprise Risk Management Committee
- Executive Management Committee
- Corporate Responsibility Committee
- Climate Working Group

The **Enterprise Risk Management Committee** (ERMC) is chaired by Webster's Chief Risk Officer and is the senior-most management committee responsible for overseeing the implementation and execution of the company's risk management framework. The framework includes monitoring the severity, direction, and trend of current and emerging risks relative to business strategies and market conditions; assessing the quality of risk programs to manage and mitigate risks; and ensuring alignment of the company's risk appetite and strategy. Climate risks are discussed at meetings of the ERMC and its applicable subcommittees, including the Operational Risk Management Committee, which monitors and considers climate-related physical risks. The ERMC is also responsible for reviewing information regarding the company's policies, procedures and practices relating to risk.

The **Executive Management Committee**, which is chaired by the CEO, considers climate-related strategies and opportunities.

The **Corporate Responsibility Committee** integrates environmental and social objectives into its operational framework, which results in targeted initiatives that promote sustainability, inclusion and corporate transparency within the company. Led by the Chief Corporate Responsibility Officer, the committee is comprised of C-suite executives and is supervised by the Board's Nominating and Corporate Governance Committee.

Webster's **Climate Working Group** has representatives from Corporate Responsibility, Risk, Credit Risk, Legal, Compliance and Finance. In 2025, the Working Group reviewed state climate laws to determine scope, reporting capacity, and gaps, and engaged a third-party consultant to conduct a climate risk assessment and scenario analysis to determine the company's exposure to climate-related physical and transition risks in the short, medium, and long terms. The Working Group reviewed the assessment results and determined next steps for integrating the findings into the company's strategy.

In efforts led by our Chief Risk Officer and Chief Credit Officer, Webster continues to develop and refine our risk management framework for measuring and managing material climate risks that could impact the bank's operations and lending activities. Data and credit process enhancements are also in progress.

# Strategy

## a.) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

We consider climate-related risks in our business operations and in our lending activities. Climate risk identification occurs at the transaction, portfolio, and enterprise levels, and risks are considered at the time of signing contracts and in the management of our portfolio of properties and vendors. Appropriate risk mitigation, such as resiliency arrangements and insurance, is established to ensure our overall risk profile remains in line with our risk appetite.

To align with both the TCFD recommendations and California’s SB 261 requirements, in 2025 Webster engaged a third-party consultant to conduct a climate-related risk and opportunities assessment for our 220 operating sites. Through this process, climate-related physical risks, as well as transition risks and opportunities, were identified and scored based on their likelihood and potential impact over the short, medium and long terms across low, moderate and high emissions scenarios. This approach allowed Webster to evaluate our operations’ exposure to physical and transition risks across different scenarios and understand how these changes could impact our business. Key results are presented below, with the methodology outlined in the Risk Management section of this report.

### Physical Risks

Our sites are primarily located across the Northeast United States, with two sites in Wisconsin. Given the geographical concentration in the Northeast, physical risks are expected to be generally consistent, with minor site-specific exceptions.

Our physical risk analysis revealed that heat stress and heatwaves are the most significant risks Webster faces across all scenarios, followed by heavy precipitation, wildfire, changes in precipitation, temperature variability and water stress. The High Emissions scenario poses the most critical and complex set of risks to Webster’s operating sites, the results of which are presented to the right.

## Site Level Physical Risk Exposure: High Emissions Scenario

Risk	Risk Type	Estimated Exposure Score <sup>1</sup>		
		Short Term (2030-2040)	Medium Term (2040-2050)	Long Term (2050-2100)
Flood	Acute	Low	Low	Low
Heatwave	Acute	Low	Medium	High
Heavy precipitation	Acute	Medium	Medium	Medium
Wildfire	Acute	Low	Low	Medium
Changing precipitation	Chronic	Medium	Medium	Medium
Heat stress	Chronic	Low	Medium	High
Hydrological variability	Chronic	Low	Low	Low
Sea level rise	Chronic	Low	Low	Low
Temperature variability	Chronic	Medium	High	Medium
Water stress	Chronic	Medium	Medium	Medium

<sup>1</sup> - Exposure scores for each peril were ranked from 0 to 100, with higher scores reflecting higher levels of risk.

## Transition Risks and Opportunities

Transition risks relate to policy, legal, reputational and market changes associated with the decarbonization of society as it seeks to limit global temperature increase from the pre-industrial baseline. An overview of findings from each of the three scenarios examined is below.

**Current Policies** - Under the Current Policies scenario, risks range from low to high across all time horizons, with Webster facing high market risk of disruption to our product offerings and client portfolios.

**Delayed Transition** - Under the Delayed Transition scenario, risks range from low to medium, and opportunities related to resource efficiency and products/services were identified.

**Net Zero by 2050** - Under the Net Zero by 2050 scenario, we may face low to medium risks across all time horizons. Climate-related opportunities were identified, including energy efficiencies and renewable energy procurement. The results of this scenario are presented in the table below, as this scenario represents the most ambitious transition level.

### Enterprise-Wide Transition Risk Exposure: Net Zero by 2050 Scenario

Risk	Description	Estimated Exposure Score <sup>2</sup>		
		Short Term (2026-2030)	Medium Term (2030-2035)	Long Term (2035-2050)
<b>Introduction of carbon price or carbon tax</b>	Webster's annual compliance costs are projected to remain low through the middle of the century.	Low	Low	Low
<b>Mandatory climate reporting requirements</b>	Webster will need to ensure full compliance with the latest climate regulations. As more climate policies are mandated, Webster may need to meet increasingly strict regulations and expanded disclosures.	Low	Medium	Medium
<b>Exposure to litigation</b>	New climate policies could lead to penalties for insufficient disclosure or non-compliance, as well as increased scrutiny of climate-related claims. However, the gradual rollout of these policies will likely allow Webster ample time to adjust our climate strategy, resulting in a lower litigation risk under this scenario.	Low	Low	Medium
<b>Transition costs associated with adopting lower emissions technology</b>	Due to our low operational emissions, Webster Bank does not anticipate relying heavily on low-emissions technologies (e.g., carbon removal technologies).	Low	Medium	Medium

<sup>2</sup> - The exposure scores were informed by quantitative data from forecasts on future energy mixes, carbon pricing and energy pricing, as well as qualitative data informed by desk research, benchmarking and expert knowledge.

## Enterprise-Wide Transition Risk Exposure: Net Zero by 2050 Scenario *continued*

<p><b>Disruptions to product offerings and client portfolios</b></p>	<p>Under this scenario, investors and debt markets increasingly favor banks that are verifiably aligned with net zero.</p> <p>Customers may favor banks that offer dedicated green finance products and transparently align their lending with net-zero goals.</p>	<p>Low</p>	<p>Medium</p>	<p>Medium</p>
<p><b>Expectation from key stakeholders (e.g., customers, investors, employees) to act on climate and damage to brand if climate actions are deemed insufficient</b></p>	<p>Our standing with stakeholders may become diminished because of business activity that may be associated with causing or exacerbating climate change. We may experience loss of revenue or reputational damage if our climate policies and strategies are not aligned with a net-zero future. Our ability to attract and retain employees may also be harmed if our response to climate change is perceived as ineffective or insufficient.</p>	<p>Low</p>	<p>Low</p>	<p>Medium</p>
<p><b>Stigmatization of financial services sector</b></p>	<p>In this scenario, the financial services sector maintains stability, but faces constant, gradual pressure to align with net zero. Our primary risk lies in failing to meet market expectations for timely and transparent action.</p> <p>Our standing with stakeholders may become diminished as a result of business activity that may be associated with causing or exacerbating climate change.</p>	<p>Low</p>	<p>Low</p>	<p>Low</p>

## Enterprise-Wide Opportunities: Net Zero by 2050 Scenario

Opportunity	Description
<p><b>Resource efficiency</b></p>	<p>Continue to strategically invest in lower-emissions energy sources and energy efficiency measures to reduce operating emissions and costs.</p>
<p><b>Products/services</b></p>	<p>Leverage and expand on existing green lending track record.</p>

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**b.) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.**

Our operational strategy has been influenced by climate-related issues as we have taken steps to more actively track and reduce our greenhouse gas (GHG) emissions. Data quality has improved considerably, with the onboarding of an ESG data management platform to monitor and manage natural gas, electricity, heating oil and water consumption.

We prioritize energy-efficient measures by seeking to maintain low-emission and energy-efficient working environments across our footprint. Recent initiatives include installing two EV charging stations and engaging with a federal solar incentive program to install solar panels on the roof of our Waterbury, Connecticut campus. We also have a long-standing LED lighting upgrade initiative, which is being implemented across our banking centers and offices. At the end of their useful lives, heating, ventilation and cooling systems are replaced with more energy-efficient systems.

In our efforts to use lower-emission sources of energy we have also been working to increase our use of renewable energy. We have purchased renewable energy credits (RECs) to match 100% of our annual electricity usage and reduce GHG emissions in our New York and Massachusetts markets.

Opportunities associated with the energy transition also inform the bank’s commitment to finance our customers’ renewable energy and energy-efficiency projects. Webster lending for environmental-related projects grew from \$661 million in 2022 to \$1.16 billion in 2024. Lending to finance renewable energy, environmental remediation and energy-efficient components remains a focus of our environmental lending strategy.

**c.) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.**

Webster has relatively limited exposure to climate risks in our operations and lending portfolio. Based on our portfolio’s footprint and composition, credit exposure to sectors associated with high climate-related physical and transition risks is low at approximately 3% of our total Commercial Loan balances. Thus, the bank’s loan portfolio on the whole is resilient to such risks.

The scenario analysis conducted in 2025 will allow for more emphasis to limit climate risk exposure in our organizational lending strategy, while increasing the diligence in review of climate-related risks in prospective lending projects.

# Risk Management

## a.) Describe the organization's processes for identifying and assessing climate-related risks.

### Physical Risk Assessment

Webster's climate-related physical risk assessment was conducted using the Shared Socioeconomic Pathways (SSPs) climate scenarios developed by the Intergovernmental Panel on Climate Change (IPCC). Three scenarios were used: Low Emissions (SSP1-1.9), Middle-of-the-Road (SSP2-4.5), and High Emissions (SSP5-8.5), across three time frames: the short term (2030–2040), medium term (2040–2050) and long term (2050–2100).

Ten acute and chronic perils were examined across Webster's 220 sites. Exposure scores for each peril were ranked from 0 to 100, with higher scores reflecting higher levels of risk.

The results of this physical risk assessment show a moderate composite risk score for the long-term, high-emissions scenario. Webster will continue to monitor these risks and implement mitigation and adaptation strategies where necessary. As we approach 2050 and climate change projections evolve, Webster will continue to monitor and adapt our climate strategy to manage our most significant physical risks.

Webster's 2025 scenario analysis excluded hurricanes and storms due to the significant uncertainties involved in modeling how their frequency and intensity might change because of climate change. Nevertheless, we recognize that these hazards may pose a threat to our operations and we will continue to monitor them, particularly since the preponderance of our portfolio's residential and commercial real estate assets is located within the Northeast United States, an area highly susceptible to hurricanes and high winds. We mitigate this risk through diversification and insurance.

### Transition Risk Assessment

Webster used scenarios from the Network for Greening the Financial System (NGFS) for our transition risk assessment. We used three different scenarios: Net Zero 2050 (below 1.5°C warming), Delayed Transition (below 2°C warming), and Current Policies (3°C warming), across three time frames: the short term (2026-2030), medium term (2030-2035) and long term (2035-2050).

Using the TCFD risk categories of policy and legal, market, technology and reputation, and the opportunity categories of resource efficiency, energy source, products/services, markets and resilience, Webster assessed transition risks and opportunities across our business. Quantitative data from forecasts on future energy mixes, carbon pricing and energy pricing was incorporated to support the report.

With regards to our loan portfolio, we assess climate risk at the transaction level and the portfolio level.

To identify and assess climate-related risk at the transaction level, Webster incorporates climate-related factors into our credit risk analysis using an assessment based on NAICS codes. Industry climate-related transition risks are rated as high, medium or low.

- For residential mortgages, at the transaction level, we consider the property locations and maintain standards for insurance. At the portfolio level, we review metrics periodically to assess concentrations.
- For commercial loans, at the transaction level, we consider the borrower's industry, and if categorized as a high climate risk industry, the applicable climate-related risks. At the portfolio level, we review credit metrics and concentrations.

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**b.) Describe the organization's processes for managing climate-related risks.**

Our Enterprise Risk Management framework includes a Three Lines Model with the following roles and responsibilities for managing risk, including climate risk:

- 1. Line of Business Units:** Line of business units are responsible for identifying, assessing, escalating, controlling and mitigating risks inherent to their business activities arising from their chosen strategy and ongoing operations.
- 2. Independent Risk Management:** Risk management functions operate independent of the line of business. They facilitate the development and implementation of risk management practices, provide risk guidance and assist the lines of business in the identification and mitigation of risk, monitor adequacy of risk responses and timeliness of remediation and perform control testing.
- 3. Independent Control Functions:** Reporting directly to the Board of Directors, the Internal Audit function performs assessments and evaluations of risk management practices and internal controls, identifies issues, makes recommendations, and informs the Board of Directors and executive management on matters that require remediation.

Executive management reinforces risk culture through strategy setting, formulating objectives, approving resource allocations and establishing and maintaining effective systems of internal controls. A strong risk culture is the foundation of effective risk management because it influences the decisions of management and employees when weighing risks and benefits.

**b.) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.**

Webster's risk management framework provides an integrated, forward-looking approach to identifying, prioritizing and managing all risk categories across the organization: information, operational, credit, compliance, financial and strategic. Climate-related risks cross these categories and are specifically embedded in our approach to strategic, operational and credit risk management. We plan to develop a framework to integrate climate scenario analysis results into existing risk management practices to assess resiliency against climate-related financial risks.

# Metrics & Targets

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**a.) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.**

We periodically analyze our portfolio's exposure to physical and transition risks. For physical risks, we map the geography of our loan and real estate portfolio across various physical climate risk data sets (heat, fire, flood, etc.) to identify concentrations, and we take into consideration their levels of insurance. We also periodically assess our commercial loan exposures to determine our exposure to high climate risk sensitive industries. Within our operations, we track our energy use as an indication of our exposure to increased costs or reputational factors that may be associated with high energy use and its associated GHG emissions. To further address our climate footprint, we monitor the reduction of our electronic, plastic and paper waste streams.

**b.) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.**

Webster's Scope 1 and Scope 2 greenhouse gas emissions are available on [page 42](#) of this Report. In order to strengthen our risk management capabilities and to comply with California's SB 253, we will determine our relevant Scope 3 emissions in 2026.

**c.) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.**

Webster does not currently have targets related to managing climate risks; however, we are taking steps to develop a more comprehensive GHG emissions inventory. Results of the scenario analysis and the physical and transition risk assessments will help to refine our approach to determining a greenhouse gas reduction target.

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## Limited Assurance for Webster Bank's 2025 Scope 1 and 2 GHG Emissions

April 23, 2026

KERAMIDA Inc. (KERAMIDA) was engaged by Webster Bank to provide independent limited assurance greenhouse gas (GHG) verification of its 2025 Scope 1 and Scope 2 GHG emissions inventory for its facilities. The data and calculations being verified cover the period from January 1, 2025, to December 31, 2025. The calculation of the GHG inventory is the sole responsibility of Webster Bank, using guidance per the US Environmental Protection Agency and the GHG Protocol standards.

### STATEMENT OF INDEPENDENCE

KERAMIDA affirms our independence from Webster Bank and is free from bias and conflicts of interest related to the assurance of the environmental data.

### VERIFICATION ASSURANCE OPINION

Based on the process and procedures conducted, there is no evidence that the GHG emissions calculations and summary are not a fair representation of the actual GHG emissions data and information.

In KERAMIDA's opinion, Webster Bank has established an appropriate system for collecting, calculating, and analyzing quantitative data and information for the GHG emissions for the stated time period, scope, and level of assurance.

### KERAMIDA'S APPROACH

Verification was conducted in accordance with ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertion. The scope of work was to provide limited assurance for the verification of Webster Bank's GHG emissions inventory.

*Validation scope of the reporting company's GHG emissions*

- Organizational boundaries: Operational Control Approach

*Time Period*

- January 1, 2025, to December 31, 2025

*Level of Assurance*

- Limited
- Materiality Threshold: 5% as suggested by ISO 14064-3 (2019)

### KERAMIDA'S METHODOLOGY AND PROCEDURE

Procedure performed during the verification:

- Interviews with key personnel involved in the process of compiling, calculating, and preparing the emissions data report.
- Review of evidence and data in support of key disclosures in the emissions report.
- Review of a variety of data analytics to check the reasonableness of the data and calculations.
- A variety of re-calculation procedures to confirm stated quantities.
- Evaluation of the reasonableness of any assumptions used in support of disclosures.
- Review of how disclosures were presented and determine if they were representative of data and operations.

**TABLE 1. DATA VERIFIED BY KERAMIDA**

Scope	CO <sub>2</sub> e (MT)
Scope 1	3,936
Scope 2 (Location-Based)	7,804
Scope 2 (Market-Based)	6,478

This verification statement, including the opinion expressed herein, is provided to Webster Bank and is solely for the benefit of Webster Bank in accordance with the terms of our agreement. We consent to the release of this statement by Webster Bank to other entities in order to provide disclosure, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

Signed by KERAMIDA Inc. on April 23, 2026:



Ellie Agioutanti, M.S.  
 Manager, GHG & Sustainability Data  
 KERAMIDA Inc.  
 Indianapolis, Indiana, United States



Xuqing Xiong, P.E., M.S.  
 Accredited Lead GHG Verifier  
 Vice President, GHG & Sustainability Data  
 KERAMIDA Inc.  
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