

SUPPLIER CODE OF CONDUCT

At M&T, our enduring purpose is to make a difference in people's lives. We're driven to help, encourage, and enable our customers and communities to thrive. From our founding in 1856, we have cared deeply about, served, and helped to develop our communities. Our long-standing commitment to operating an ethical and responsible business is a central tenet to this purpose.

As a top-15 full-service, U.S.-based commercial bank¹, we are dedicated to leading by example. This includes doing business with suppliers that adhere to ethical business practices and champion human rights, environmental sustainability, and diversity and inclusion. Further, we continually seek out relationships with suppliers that respect the progress we've made, and the work ahead, regarding the deeply-interconnected environmental, social, and governance ("ESG") issues facing our communities daily.

Accordingly, it is expected that all third-party suppliers of products and services ("Suppliers") to M&T Bank Corporation and its affiliates ("M&T") demonstrate the same level of commitment to operating an ethical and responsible business as M&T. M&T expects each of its suppliers to adhere to this Supplier Code of Conduct ("Code"), any written agreement between M&T and the supplier ("Agreement"), and all laws, rules, and regulations applicable to the supplier's business. It is the responsibility of every supplier to ensure its employees and representatives thoroughly understand M&T's expectations as set forth in this Code. Further, to the extent that a supplier subcontracts any portion of its obligations, this Code also applies to such subcontractors.

provide to any M&T Personnel any item of value, including, without limitation, any gift, bequest, honorarium, advertising or promotional item, meal, entertainment, or payment of travel-related expenses, in excess of \$250 fair market value.

Suppliers must not make, on behalf of or as a representative of M&T, any political contributions or provide anything of value to or for the benefit of any candidate for public office, campaign, public or government official, political party, political committee, political action committee (PAC), ballot measure committee, or other political organization but 6Z.2 Tm13i(t)-0.8 Tw 11.04ue4 (-5 (6t)t3 (4 (oT)0.004 Tc 0.004 2w 0.58 69d(p)- 11.04ep (r)-7 f

measures guided by the fundamental principles of human rights set forth in the United Nations Universal Declaration of Human Rights. These measures should include the following:

Suppliers must ensure that all work is completed voluntarily and without forced or compulsory labor, trafficked labor, indentured labor, bonded labor, or involuntary prison labor.

Suppliers must ensure that there is no child labor within their organization or supply chain. The term "child" means any person under the age of 15, unless the local minimum age for work or mandatory schooling is, by law, greater than 15, in which case the stipulated higher age will apply in that locality.

M&T encourages all of its suppliers to provide fair compensation and benefits commensurate with prevailing industry conditions. At a minimum, suppliers must pay compensation to its employees that meets or exceeds all applicable wage laws, including those relating to minimum wages, overtime hours, and benefits. Moreover, working hours must not exceed limitations established by applicable law.

Suppliers should provide safe and healthy working conditions that minimize health and safety risks and support accident prevention. Minimally, suppliers must provide and maintain a work environment that meets or exceeds all applicable occupational health and safety laws and regulations.

Consistent with our Code of Business Conduct, M&T is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind. We expect this commitment to be shared by our suppliers. Accordingly, suppliers must promote a workplace free from discrimination, harassment, retaliation, violence, and other threatening behavior.

We are committed to growing climate finance, building climate-resilient communities, reducing our carbon footprint, and integrating climate risk into our risk framework. These actions are central to fulfilling the environmental sustainability commitments highlighted in our [ESG Report](#). We understand we cannot do this alone. Building a sustainable organization will require us to engage like-minded suppliers.

Accordingly, M&T seeks out business relationships with suppliers that embrace environmental sustainability. In particular, we encourage and value suppliers who:

- develop, implement, and routinely evaluate environmental policies and programs that foster a culture of sustainability and environmental stewardship;
- measure, track, and disclose

