



2022

CORPORATE RESPONSIBILITY REPORT

Webster Financial Corporation



WebsterBank®

Mission

We deliver financial solutions to help businesses, individuals, families and partners achieve their financial goals.

Values

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

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 continuously.
- I proactively anticipate trends and understand their potential impact.
- I challenge the way it has always been 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 interaction 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.

Culture

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

2022 Awards & Recognition

This year, Webster has earned more than 50 recognitions for our performance, our focus on excellence and serving our clients and communities in ways that exceed expectations. Due to the dedication, teamwork and commitment to values demonstrated by our colleagues every day, Webster is making meaningful progress toward becoming one of the highest performing commercial banks in the country. Along the way, we are pleased to have been recognized for our overall accomplishments as a bank, as well as for the individual achievements of our colleagues. The recognition we receive builds on our momentum and confidence as we focus on our strategic priorities.

Forbes

Forbes has recognized Webster as one of the **40 Best Employers in the State of Connecticut** and on its list of the country's **Best Employers by State**. It also included Webster in its **Forbes Best-in-State Banks and Credit Unions** as a best bank among 133 unique banks and 171 unique credit unions nationwide. Webster Bank was awarded a spot on the list for the first time this year, with an in-state top ranking in Rhode Island (#3).



Newsweek recognized Webster Bank in its inaugural list of the **Most Trusted Companies** in the United States. The overall list was segmented by industry and included 400 companies spanning 22 industries. Webster ranked 11th among the 20 banks nationwide that were included on the list.



Webster was one of two financial services organizations recognized with **BISA's annual Diversity, Equity & Inclusion Award**. The award, developed five years ago to recognize the successful diversity efforts of organizations from the financial industry, is presented to member firms that demonstrate outstanding leadership, innovation and results in diversity.

Bank Director's **Ranking Banking Best U.S. Banks** list included Webster Bank as one of the best in the U.S. The Ranking Banking survey examines profitability, asset quality and capital adequacy at 300 of the largest publicly traded banks in the United States, with equal weighting for each to determine a final score.



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About Us



Webster Financial Corporation (the Holding Company) is a bank holding company and financial holding company, incorporated under the laws of Delaware in 1986, and headquartered in Stamford, Connecticut. Webster Bank, National Association (Webster Bank), and its HSA Bank division (HSA Bank), deliver a wide range of banking, investment and financial services to individuals, families and businesses. A leading commercial bank with more than \$70 billion in assets, Webster offers digital and traditional service delivery through our differentiated lines of business.

Effective February 1, 2022, Webster Financial Corporation and Sterling Bancorp jointly completed their previously announced merger, creating one of the largest commercial banks in the Northeast. Sterling merged with and into Webster, with Webster continuing as the surviving corporation. Webster's common shares trade on the New York Stock Exchange (NYSE) under the symbol WBS.

\$71.3B
Total Assets

\$54.1B
Total Deposits

201
Banking Centers

3M+
HSA Accounts

AS OF 12/31/22

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.



From Our President and CEO



“We are more confident than ever about the road ahead for Webster as we continue to deliver strong performance and create sustained value. We are embedding our environmental and social priorities within our business processes, modernizing our approach to these important initiatives.”

Dear Shareholders,

In 2022, Webster continued to make a meaningful impact in our communities as we renewed our dedication to leading on issues of sustainability, corporate citizenship and governance.

I am pleased to share our Corporate Responsibility Report, which summarizes our strategic approach to creating a positive social and environmental impact within an effective governance framework based on strong ethics and risk management.

In early 2022, we launched a \$6.5 billion, three-year Community Investment Strategy and established a new Office of Corporate Responsibility (OCR) to oversee this and our other expanded community engagement efforts. The larger scale and greater resources created by our merger with Sterling Bancorp allowed us to increase community support by 20 percent, expanding on both banks’ long-standing records of corporate responsibility and community engagement. Foundational to the way we do business, these investments will create even greater opportunities and value for clients and communities across the bank’s footprint.

In this first year as a combined company, we are measuring our progress against our focus areas of Economic Vitality, Valuing Our People, Our Environment and Responsible Governance.

As part of our Community Investment Strategy, we have deepened our investment in and lending to minority- and women-owned businesses throughout the footprint, helping to expand the economy and foster growth through greater access to capital. We also created our Community Liaison Officer program, where colleagues in our communities assist clients to achieve greater financial security and offer greater access to lending. We launched our signature Webster Finance Lab initiative with nonprofit partners in New York and Connecticut to empower youth, help them learn about the financial industry and build our future workforce.

While we are proud of our financial performance and the efforts we have made to expand our ESG activities, we are also pleased with what we have accomplished from a cultural integration perspective to foster an even more inclusive workplace and build on our values-based culture. Our colleagues live our values of Integrity, Collaboration, Agility, Accountability, Respect and Excellence, and we strive to embrace and incorporate the diverse ideas, talents and contributions of all our colleagues into the way we do business every day.

This commitment to excellence drives our corporate responsibility strategy.



ECONOMIC VITALITY



Our Diversity, Equity, Inclusion and Belonging (DEIB) Council, which I co-chair, helps shape our program throughout the organization. During the past year, our Business Resource Group (BRG) members volunteered their time to provide networking, build awareness and foster belonging with their colleagues, and reached out to our communities by sharing their time and talents to make a difference. We strive to be an employer of choice, providing colleagues with opportunities to grow and develop professionally in a challenging and rewarding business environment.

VALUING OUR PEOPLE



We are dedicated to conducting business in an environmentally responsible manner that supports the well-being of our cities and towns. We continue to advance plans to create efficiencies in our operations and seek to maintain low-emission and energy-smart work environments.

OUR ENVIRONMENT



Consistent with our values, we are committed to operating in a transparent manner adhering to the highest levels of accountability and compliance across the organization.

We are more confident than ever about the road ahead for Webster as we continue to deliver strong performance and create sustained value. We are embedding our environmental and social priorities within our business processes, modernizing our approach to these important initiatives.

RESPONSIBLE GOVERNANCE



As always, I would like to thank our passionate and talented colleagues. Their selfless contributions and dedication to excellence have helped make our company and the communities we serve a better place.

John R. Ciulla

John R. Ciulla
President and
Chief Executive Officer



Chief Corporate Responsibility Officer

Marissa Weidner

Q&A

What were some of the biggest achievements in 2022?

There is so much to be proud of as I think about our work this year. At the highest level, one of our most important accomplishments has been creating and supporting a culture where our mission and values guide our actions. That's critical, because when your strategy and tactics are consistent with who you are as a company it's much easier to embed that work into every area of your business.

The centerpiece this year was the launch of Webster's \$6.5 billion Community Investment Strategy. Our three-year strategy addresses affordable housing and community development lending, support for minority- and women-owned small business, and philanthropy. This is a major commitment for our company, and it's been wholeheartedly embraced and championed by Webster's leadership. We're deeply invested in this strategy, enabling loans, investments, technical assistance and financial services to individuals and small businesses across our footprint.

How is Webster supporting communities?

Webster believes strongly in empowering people and strengthening communities by expanding access to capital. As part of our Community Investment Strategy, we've made several investments in programs that foster youth leadership and help build our future workforce. We are very proud of our Finance Lab collaborations in the Bronx, Yonkers, New York and most recently Bridgeport, Connecticut – furthering our commitment to provide students with a unique opportunity to learn about finance.

It's important to take time and understand the varied needs of our communities. We talked with more than 100 community organizations in developing our \$6.5 billion Community Investment Strategy. We've also established Community Advisory Councils in our New York, Connecticut and Rhode Island/Massachusetts markets. These collaborations with local nonprofit organizations help us to strengthen meaningful community connections, and to set impactful short- and long-term goals.

“This is a major commitment for our company, and it's been wholeheartedly embraced and championed by Webster leadership.”



How does Webster approach corporate sustainability?

Our corporate sustainability approach at Webster is closely tied to our mission and values: a strategic program clearly focused on positive social and environmental impact within an effective governance framework based on ethics and risk management. Responsible governance is the cornerstone of everything we do at Webster. Our Board continues to oversee our Environmental, Social and Governance (ESG) efforts, with the Nominating and Corporate Governance Committee having primary responsibility for coordination of that oversight. Our ESG Council is comprised of senior management across Webster, who meet quarterly.

The Office of Corporate Responsibility (OCR) manages all community-facing activities across the company, including Community Reinvestment Act (CRA) and Fair and Responsible Banking; Community Investment, Engagement and Philanthropy; Government Relations and Public Affairs; Supplier Diversity; and, of course, all environmental, social and governance efforts. Bringing all these together in one business unit allows us to plan more strategically, support the business goals more effectively and use our resources more efficiently.

Investors are also asking businesses for more consistent and relevant ESG information. This

year, we have responded to stakeholder requests for expanded data-driven disclosures by performing a materiality assessment to inform our corporate responsibility reporting and strategy. The results of this assessment form the basis of our 2022 Report, including the decision to fully align with the Sustainability Accounting Standards Board (SASB) Standards.

What are some new corporate responsibility initiatives for 2023?

As we continue to execute on our Community Investment Strategy, we'll launch additional Finance Labs across the footprint and expand our Supplier Diversity program. We're also planning to introduce a new signature initiative. These and other projects will help to strengthen the systems and organizations that drive shared prosperity and help reshape local economic and social structures.

Internally, we'll continue working to ensure we live our culture, mission and values. In the coming months, we'll be onboarding software tools to help us track and manage our community service programs, diverse suppliers and energy usage more effectively.

I'm also really excited about the time we've been spending developing our new, company-wide environmental, social and governance strategies focused on the intersection of our four pillars: Economic Vitality, Valuing our People, Our Environment and Responsible Governance. We look forward to sharing more soon.

Economic Vitality



Office of Corporate Responsibility

In 2022, Webster's merger with Sterling National Bank increased our capabilities and scale, allowing us to build on both companies' long-standing records of citizenship, sustainability and responsibility. As part of these efforts, the new Office of Corporate Responsibility (OCR) was established.

Reflecting our shared values of integrity, collaboration, accountability, agility, respect and excellence, [OCR](#) manages all community-facing activities across the company, including Supplier Diversity; Community Reinvestment Act (CRA) and Fair and Responsible Banking; Community Investment, Engagement and Philanthropy; Government Relations and Public Affairs; and ESG efforts.

Led by Chief Corporate Responsibility Officer Marissa Weidner, OCR partners with Human Resources to drive our Diversity, Equity, Inclusion and Belonging efforts. OCR also provides oversight of Community Engagement and Philanthropy programs related to Webster's Business Resource Groups.

The OCR oversees Webster's \$6.5 billion, three-year Community Investment Strategy, providing opportunities for individuals in our communities to excel. In developing the strategy, Webster worked with more than 100 community groups across the footprint, listening to their needs and concerns.

The Community Investment Strategy has four key focus areas:

Affordable housing

Access to affordable housing and homeownership for low- and moderate-income (LMI) communities across our footprint, including \$1.35B in LMI residential lending and \$1.0B in multi-family lending over three years.

Community development

Making critical community services more accessible for LMI communities with \$1.3B in community development lending and investments over three years.

Small business lending

Making capital more accessible to entrepreneurs and small businesses with \$2.1B in small business lending over three years with a focus on minority- and women-owned businesses.

Community support

Support for programs that address food scarcity, workforce development and financial literacy, as well as a wide range of programs to support community needs with a focus on equity, economic inclusion and financial empowerment

Community Liaison Officer Program

Webster's new Community Liaison Officer (CLO) Program was launched in 2022 as part of our Community Investment Strategy. Working in partnership with the Office of Corporate Responsibility, the CLOs provide support and financial education to LMI and minority borrowers. They also work to increase lending opportunities to meet local credit needs, especially for first-time homebuyers. The CLOs cover territory surrounding their base locations in the Northeast, and partner with existing banking centers in their respective territories to provide additional support.



✓ [Community Liaison Officer video](#)

HIGHLIGHT

Webster Finance Labs

✓ [YPIE video](#)

✓ [Eagle Academy video](#)

The Webster Finance Labs are a signature OCR initiative, designed to help nonprofit partners in LMI communities create opportunities for students to gain the skills needed for economic empowerment and financial success.

Three Webster Finance Labs were launched in 2022: Yonkers Partners in Education (Yonkers, New York), Eagle Academy Foundation (Bronx, New York) and Wakeman Boys and Girls Club (Bridgeport, Connecticut). The Labs provide support for technology and curriculum, and also offer volunteer opportunities for Webster colleagues. Each Finance Lab is funded with a \$100,000 grant from the Webster Bank Charitable Foundation.

Additional Finance Labs are planned for launch in 2023.



Social Supply Chain

We began building our new Supplier Diversity program in 2022, integrating diversity and inclusion into our procurement process by laying a strong foundation with key internal and external stakeholders.

We developed policies, practices and procedures to ensure equal opportunity and enable access. As part of OCR, Supplier Diversity progress is reported to the Corporate Responsibility Committee (C-suite executives), which in turn reports to the Nominating and Corporate Governance Committee of the Board.

As part of this effort, Webster partnered with a number of organizations that support women- and minority-owned businesses in New England and New York. Membership in these groups provided valuable opportunities to develop relationships and learn best practices. We've been able to increase our visibility in this space by participating in supplier diversity matchmaker events and other external initiatives that promote opportunities for diverse vendors.

Internally, we are working to align our processes and lower barriers to entry by fine-tuning the onboarding process for low-risk vendors. We also developed colleague training to emphasize the important role our colleagues play in making the new Supplier Diversity program a success. We will support this with internal "road shows" across the footprint in 2023. The new Webster Supplier Diversity page went live in 2022, and an online vendor portal is scheduled for 2023.





Access to Capital

Webster believes strongly in empowering people and strengthening communities by expanding access to capital through support for:

Community Development Finance Institutions (CDFIs)

Finance affordable housing, community facilities and small businesses.

Community Development Corporations (CDCs)

Focus on revitalizing the areas in which they are located; typically, underserved neighborhoods that have experienced disinvestment.

SBICs and SBA-certified development corporations

Help grow small businesses, especially Minority- and Women-owned Business Enterprises.

Small Business

We understand the challenges that small business owners face and we work with them to find the right products and services to meet their needs.

In 2022, Webster was:

- Recognized as the Top 7(a) Lender of the Year in both Connecticut and Rhode Island.
- Named Top Third-Party Lender of the Year (504 loans) by the Connecticut District of the U.S. Small Business Association.
- Ranked among the Top 100 Most Active SBA 7(a) Lenders in the country for the 2022 fiscal year.



Webster Connect Checking

In 2022, we were pleased to introduce Webster Connect Checking. This product provides unbanked and underbanked clients with financial services with limited fees to help them save, grow and access their money in a reliable way.

Webster Connect was launched in the New York metro area in late 2022, and it will be offered across all Webster locations by mid-2023.

This product has been certified by the [Cities for Financial Empowerment](#) for meeting the Bank On National Account Standards for 2023–2024. Bank On collaborates with financial institutions to provide clients with account options that meet safety and affordability standards.

Valuing Our People



Diversity, Equity, Inclusion and Belonging



As a values-driven organization, our colleagues are the cornerstone of our success.

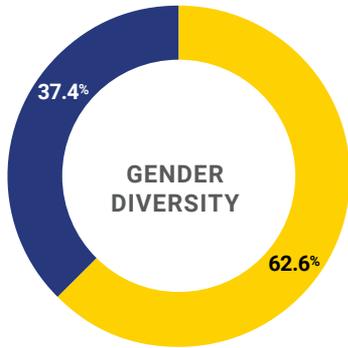
As such, we believe that Diversity, Equity, Inclusion and Belonging (DEIB) is critical to our growth and success as a leading commercial bank. This commitment starts with Webster's senior leadership team, who work to ensure that our commitment to DEIB is integrated with the way we do business. Meeting the increasingly diverse needs of our clients is a key to our long-term success. Having a workforce with diverse backgrounds and experiences better helps our clients and the communities we serve achieve their financial goals.



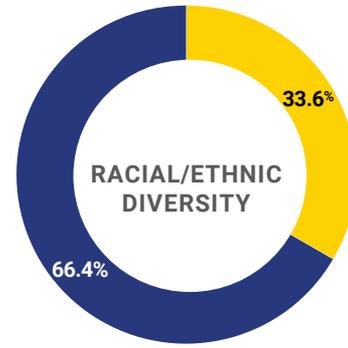
Our commitment to diversity starts with our goal to attract, retain and develop a workforce that is diverse in background, knowledge, skills and experience.

Our DEIB Council serves as a platform where senior leaders and representatives of our various Business Resource Groups shape the strategy and actions of our DEIB efforts. The Council makes recommendations on ways to integrate DEIB in the areas of education and awareness, talent development, colleague engagement and client and community service.

AS OF DECEMBER 31, 2022



■ Women
■ Men



■ Diverse
■ Non-Diverse

4,195

Total Colleagues

OUR COLLEAGUES BY THE NUMBERS



55.1%

OF ALL MANAGERS ARE WOMEN

22.9%

OF ALL MANAGERS ARE DIVERSE

Comprised of 39 colleague members across the organization, the DEIB Council is co-chaired by our Chief Executive Officer and Executive Vice President of Business Banking. This oversight sends a clear signal that DEIB is a priority for Webster.

We have a Managing Director of DEIB, whose responsibilities include expansion of DEIB programs, growing partnerships within our local communities, increasing engagement and partnerships with diverse clients and promoting a diverse workforce in an open, inclusive environment. In 2022, we developed diversity scorecards to measure the recruitment, retention and promotion of underrepresented groups—reinforcing that DEIB is a driver of performance. DEIB remains a vital component of Webster’s corporate responsibility reporting framework, which we formally communicate through this Report and other regulatory filings.



Teshia Levy-Grant is Webster’s Managing Director of DEIB. She is committed to strengthening the Bank’s diversity, equity and inclusion efforts with our colleagues, clients and community partners together to boost collaboration, encourage innovation and help Webster best reflect the communities we serve.

2022 saw expansion of our DEIB Business Resource Groups (BRGs), including the establishment of more formal governance structures. Through innovative programs, community outreach and partnerships, our eight BRGs continued to connect with our colleagues and stakeholder communities. DEIB “road shows” were conducted across our footprint to raise awareness of and participation in BRG activities, and our BRGs ended the year with a total of 820 colleague members.



Webster proudly supports a host of Business Resource Groups that provide our colleagues with an authentic experience of diversity, equity, inclusion and belonging. Based on mutual respect and acceptance, these groups recognize and explore our individual identities in an environment that fosters personal and professional growth. Through a robust slate of activities and events, we celebrate the rich cultures and experiences that make up our workforce while embracing the unique contributions we bring to work each day.

African and Caribbean Heritage Connection (ACHC)	Allies for Disabilities and Accessibility (ADA)	Amigos Connected @ Webster	Military Veterans Community Network (MilCom)
Multi-Generations BRG	Pan Asian Collective	Webster PRIDE	Webster Women's Network (WWN)



Human Capital

We are a values-driven organization dedicated to our collective commitment to how we conduct business and work together every day with each other, our clients and the communities we serve.

As part of these efforts, we strive to offer competitive total rewards programs, promote colleague development and foster a diverse environment. Accordingly, we seek to implement policies and practices that align with applicable laws and regulations and are in the best interest of our stakeholders.

Webster believes in upholding the principles of safety and observing fair labor and employment practices throughout our organization, including providing equal opportunities. We recognize the importance of having engaged colleagues, and we support the personal development of our colleagues to help them achieve their career goals. In 2022, we introduced a **Belonging at Webster** course, which outlines the behaviors expected of each colleague to create and maintain a workplace free of discrimination, harassment and bullying. This course is required for all colleagues.

Human capital management is a top priority at Webster and is managed by members of the senior team.



“At Webster, we strive to create a workplace that reflects the communities we serve and where every colleague feels empowered to bring their true authentic selves to work each and every day. When colleagues feel free to share their experiences, perspectives and backgrounds we create a stronger and more creative work environment where everyone’s point of view is valued and respected. This diversity of thought enables us to better help our clients and the communities we serve achieve their financial goals.”

Javier L. Evans, Chief Human Resources Officer



Our Compensation Program

Our compensation program is designed to attract, retain and reward performance and align incentives with achievement of our strategic plan and both short- and long-term operating objectives. In accordance with our compensation philosophy established by the Compensation Committee, we believe our executive pay is well-aligned with performance, creating a positive relationship between our operational performance and shareholders.

Our Board of Directors plays an important role in providing oversight of our efforts to ensure responsible compensation practices. Among other responsibilities, the Compensation Committee is charged with annually reviewing and approving annual corporate bonus arrangements and all long-term incentive compensation. The Compensation Committee reviews and makes recommendations to the Board with respect to the annual base salary for our CEO and Executive Chairman, and approves all compensation paid and severance and/or change in control or similar agreements for all our Executive Management Committee members. At the annual meeting of shareholders on April 28, 2022, Webster held an advisory vote on executive compensation. Approximately 97% of shareholders voted in favor of the compensation for the Named Executive Officers (NEOs) as discussed in Webster's 2022 Proxy Statement.

We are committed to attracting all qualified applicants and ensuring that our workforce is provided with career advancement opportunities, irrespective of race, color, sex, age, religion, national origin, sexual orientation, disability, veteran status or other categories. Our pay practices have strong governance processes, including reviewing competitive market data from more than 25 surveys each year. We review our pay by function and job level to ensure we have pay equity, and we review offers as compared to internal peers to ensure we do not create any new gender pay gap issues. 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.

Our Rewards and Recognition program drives a culture of appreciation. Whether originating from the CEO or a colleague, this program recognizes leadership and provides colleagues with meaningful monetary awards, as well as nonmonetary recognition.

We also offer competitive benefit packages that reflect the needs of our workforce. We continually review and evolve our benefits plans as necessary to remain competitive and meet the needs of our workforce. Some of the various benefits we offer include:



Health & Wellness

- Medical, dental and vision plans
- Prescription benefits
- Life insurance and disability benefits
- Health Savings Accounts (HSAs)
- Wellness incentives
- Health coaching
- Telemedicine



Other Benefits

- Paid Parental Leave
- Paid time off (PTO) and paid holidays
- 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
- Student Loan Repayment Program
- Pet insurance
- Wellness programs (such as gym reimbursements, incentives for well-being activities and fitness challenges)

Learning and Talent Management

We are focused on investing in our current and future talent by actively supporting the success, growth and career progression of our colleagues. Our colleagues have access to more than 400 courses offered through Webster Bank University, our internal learning resource that offers on-demand webinars, e-learning and in-person learning programs. Webster also provides unlimited access to self-directed e-learning courses taught by industry experts with curated learning paths designed for specific professional interests.

Webster is also committed to building and strengthening our workforce for the future with training and career development programs that go well beyond the immediate skills needed for a current role. Through our learning channel, we provide structured instructor-led and self-paced career development and learning opportunities for colleagues. In 2022, we invested in several new programs to expand and strengthen our offerings, including our flagship Lead with Impact program for people leaders.

A key 2022 project was the creation of a new Leadership Development program to support our most senior leaders' development, scheduled to launch in 2023. The program includes individualized coaching and capability-building to strengthen and create cohesive teams that execute on corporate strategic goals. This highly personalized program will build executive strategic capabilities and alignment that will strengthen and drive transformational leadership.

Community Service



We work to build self-reliant and healthy communities through a variety of regional and local initiatives, along with key partnerships. Our colleagues have opportunities to make an impact as they share their time and skills in our communities. Webster provides all colleagues with 16 hours of paid time to volunteer at the organizations of their choice.

Number of community service hours in 2022

14,695



With a focus on financial empowerment and entrepreneurship, Junior Achievement (JA) delivers K–12 programs fostering work readiness, entrepreneurship and financial literacy skills that build the foundation for thousands of kids to succeed. Over the years, our work with our JA partners has doubled, including adding partnerships with new chapters and increased funding and volunteer involvement.



We are proud of our long-standing partnership with United Way and strongly believe in their mission to ensure people have access to a broad safety net of human services. Webster has raised more than \$20 million over two decades through colleague pledging, fundraising and corporate donations. Colleagues serve in leadership positions and on a variety of committees bringing skill and expertise to United Way chapters across the franchise.

296

Organizations for which our colleagues volunteered

Our Environment



Environmental Sustainability



We believe that our focus on environmental sustainability provides a strategic benefit by reducing costs and improving operational efficiencies.

We continue to advance plans to create further efficiencies in our operations and reduce our emissions, including increasing the amount of green energy used for our facilities. Across our footprint, we seek to maintain low-emission and energy-efficient working environments.

We recognize the importance of the transition to renewable energy and have been working to increase our use of renewable power. In 2022, we purchased renewable energy certificates, known as RECs, in our New York market to offset our energy consumption. RECs are certificates that represent the environmental attributes related to generating one megawatt-hour (MWh) of electricity from renewable sources and guarantee that equivalent energy was produced using renewable sources and added to the electricity grid. Accordingly, we partnered with Green-e to invest in these projects to address our emissions from our operations for December 2022 through December 2026. By purchasing these RECs to match 100% of our annual usage (4.69 MWh), we are taking meaningful climate action and expect to grow our program in 2023 and beyond.

4.69 MWh

Annual usage in New York market matched with RECs



Webster has undertaken a number of initiatives designed to reduce our impact on the environment and to promote environmentally friendly projects and practices, such as continued digitization of administrative and operational tasks. We are also working to identify and onboard software tools to help us track and manage emissions more effectively.



In 2022

- Encouraged environmentally friendly work practices by supporting recycling and reuse, and by continuing to install energy efficient equipment and systems throughout our network
- Retrofitted 13 branches with energy-efficient lighting fixtures, with an energy savings of 248,627 kWh
- 150 solar arrays in service
- Reduced carbon emissions by nearly 1,200 metric tons
- Increased the use of e-records and e-signing technology resulting in reductions in paper waste and carbon emissions
- Focused on process improvements to facilitate standardization and efficient production, which reduces material consumption and waste

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. In 2022, Webster Bank created or maintained commitments for approximately \$661 million in loans for renewable energy, environmental remediation and energy-efficient components, primarily in Connecticut, as well as in Massachusetts, New York, Pennsylvania, Florida, Georgia, South Carolina and Washington D.C.

\$661M

in loans for renewable energy, energy-efficient components and environmental remediation

Co-led by our Chief Risk Officer and Chief Credit Officer, we continue to develop and refine our risk management framework for measuring and managing climate-related physical and transition risks that could impact the bank’s operations and loan portfolio.

Responsible Governance

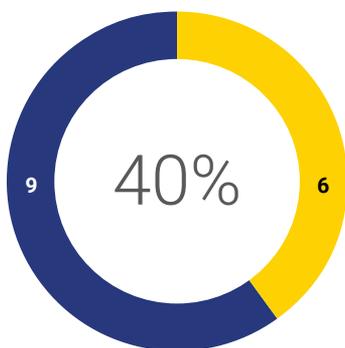


Responsible Governance

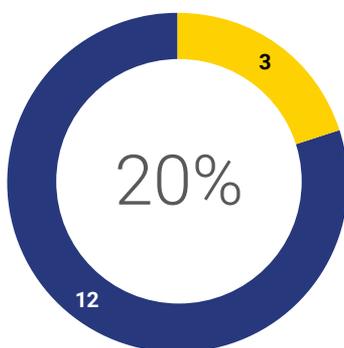
Webster is committed to operating in a transparent manner.

This commitment starts with 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 we maintain 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 uphold compliance with all applicable laws, regulations and rules governing ethical business conduct.

AS OF DECEMBER 31, 2022



FEMALE DIRECTORS



DIVERSE DIRECTORS



Webster believes that its 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 the Board's Corporate Governance Guidelines. 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.

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 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. The information learned through this process is utilized when considering outside director candidates. The Board is committed to sustaining a board that achieves balance between depth of experience in the oversight of Webster and fresh approaches to oversight and strategic deliberations, particularly as Webster’s business and best practices of corporate governance, as well as corporate sustainability, evolve.



ESG Oversight

Our Board of Directors continues to oversee Webster's ESG efforts, led by the Nominating and Corporate Governance Committee. Our Corporate Responsibility Committee is comprised of senior executive leadership, overseeing the ESG Council activities and reporting on ESG efforts to the Nominating and Corporate Governance Committee. Our management-level ESG Council includes a cross-functional team with representatives from lines of business, Audit, Compliance, Corporate Responsibility, Investor Relations, Legal, Operations and Risk. The Council meets on a quarterly basis.

Ethics & Risk Management



Webster believes that directors, managers and colleagues should possess the highest personal and professional ethics. We have comprehensive corporate governance policies and structures in place to foster accountability and transparency.



Governance Practices & Policies

- [Code of Business Conduct and Ethics](#)
- [Corporate Governance Policy](#)
- [Director Qualifications Guidelines](#)
- [Insider Trading Policy](#)
- [Executive Stock Ownership Guidelines](#)
- [Shareholder Rights Plan Policy](#)

Our Board has adopted corporate governance practices and policies that we believe promote this accountability. These policies reflect our underlying commitment to maintain the highest standards of ethics and integrity and to operate our business in compliance with all applicable anti-corruption, anti-bribery and anti-trust laws and regulations. In 2022, Webster introduced a new [Code of Business Conduct and Ethics](#) aimed at making often-complex topics more relatable and better equipping our colleagues with knowledge to maintain a high level of integrity and ethical decision-making. We held forums and town hall meetings to provide opportunities for colleagues to participate in discussions on ethics and risk management.

All colleagues are encouraged to report concerns about any illegal or unethical behavior they observe, and any violations of laws, rules, regulations or the code. Reports can be made through a variety of channels, including a compliance and ethics line which allows for anonymous reporting. All reports are investigated and resolved. We also maintain an anti-retaliation policy such that any colleague who reports a concern in good faith is protected from harassment, retaliation or any adverse employment consequence. These policies reflect our underlying commitment to maintain the highest standards of ethics and integrity and to operate our business in compliance with all applicable anti-corruption, anti-bribery and anti-trust laws and regulations.

Risk Management

The Board has appointed a Risk Committee whose primary function is to assist the Board in fulfilling its oversight responsibilities regarding the Company's enterprise risk management, receiving information regarding the Company's policies, procedures and practices relating to risk, and discussing material regulatory issues, compliance matters and emerging risks to the Company. The Risk Committee also has responsibility for overseeing management's monitoring of security issues. During 2022, the Risk Committee held 7 meetings.

Co-led by our Chief Risk Officer and Chief Credit Officer, we continue to develop and refine our risk management framework for measuring and managing climate-related physical and transition risks that could impact the bank's operations and loan portfolio.

Webster takes a comprehensive approach to risk management with a defined enterprise risk management framework providing a structured approach to identify, assess and manage risk. Maintaining a robust control environment is a critical priority at Webster, as it helps ensure that we are in compliance with applicable laws, regulations and policies. Our internal risk management team oversees the Bank's compliance with applicable laws and regulations, and provides subject matter expertise to advise the lines of business to identify, assess, monitor and mitigate regulatory and compliance risk. Information Risk management advises on information security risk management and cyber defense programs. These teams develop annual compliance training, maintain rigorous testing programs and provide regular updates to the Board.

Compliance training continues to be a critical priority to ensure safety and soundness practices. All colleagues and certain contractors are required to complete an annual compliance program. Compliance training requirements range from one to more than 30 courses, depending on the colleague's role, and cover a range of topics, including regulations, ethics, cybersecurity and employment law.



Our Chief Risk Officer reports on corporate risk matters to the Risk Committee of the Board of Directors



Cybersecurity



The security of our clients' private information is one of Webster's key priorities.

We are committed to prevention, detection and timely response to incidents that may impact the confidentiality, integrity and availability of information assets and customer information. Our robust information security and technology risk programs are managed by the Chief Information Security Officer, with additional oversight by our Information Risk Committee, Enterprise Risk Management Committee and Risk Committee of the Board of Directors.

We have a broad and comprehensive approach to data security and privacy issues, including an extensive cybersecurity strategy, foundational pillars of privacy and robust efforts to fight global fraud. Because cyber threats continue to evolve, we prioritize the continued development and enhancement of our controls, processes and practices that are designed to protect our systems, computers, software, data and networks from attack, damage or unauthorized access, and facilitate the recovery of any compromised assets. Regular tabletop exercises are held at management and Board levels to validate roles and responsibilities and response protocols respective to potential

The Information Risk Committee (IRC), a subcommittee of Enterprise Risk Management Committee (ERMC), is responsible for overseeing information technology and security risk. IRC is responsible for approving information technology policies, which align with regulatory guidance and industry standards, as well as monitoring the effectiveness of the information security program. The Director of Information Risk serves as the chair of the IRC, and its members include key leaders from the Technology and Risk organizations, including the Chief Information Officer, Chief Risk Officer and Chief Information Security Officer.



security incidents. In addition, extensive penetration testing is performed to assess the effectiveness of our security controls. In the event of a data breach, we would follow guidance issued under the Gramm-Leach-Bliley Act, as well as local data breach notification laws.

Webster expects all colleagues and third parties to protect the security and confidentiality of client information. Information Security training is required at the time of hire and annually thereafter. Regular phishing simulation activities are conducted to assess colleagues' competency at identifying potential threats. All third parties with access to customer data undergo rigorous due diligence prior to onboarding and ongoing monitoring to ensure they maintain required security controls. Our Security Operations team works 24/7 using a combination of industry leading tools and innovative in-house technologies to help protect our stakeholders against cybercriminals and fraudsters. Our team members are responsible for complying with our cybersecurity standards and complete mandatory annual training to understand the behaviors and technical requirements necessary to keep information secure. We also offer ongoing practice and education for team members to recognize and report suspicious activity.

Colleagues are trained and tested, and assessments are conducted to ensure relevant suppliers have the appropriate controls implemented to protect clients' information.

We use examination guidelines, frameworks and privacy laws to guide us in consistently meeting legal and regulatory requirements. Our strategy allows us to perform a high level of due diligence by investing in information security controls, which provide the best mechanism to deflect hackers. We recognize our responsibility to appropriately use, maintain and safeguard the personal data we collect from our stakeholders.

Annex

This annex expands transparency through key data compiled in accordance with the Sustainability Accounting Standards Board (SASB) Standards.

In developing our Report, we have compiled metrics organized by key ESG themes incorporated within our tables and throughout our organization. Webster best classifies into the SASB classifications for Commercial Banks, and our reporting reflects that classification. Additionally, we are reporting on the industries of Consumer Finance and Mortgage Finance, which align with other business activities.

Our ESG Council recognized the importance of embedding environmental and social priorities within our business operations and approved an enhanced and modernized strategy, intended to promote further advancement among our four pillars: Economic Vitality, Valuing Our People, Our Environment and Responsible Governance.



Our Data-Driven Approach to ESG

Material Focus Areas

We conducted a deeper analysis to prioritize these issues, starting with an assessment of a selection of highly-rated ESG industry peers and also examining the methodologies of leading ESG investor raters and institutional investors. We reviewed their strategic selection of material ESG topics for inclusion in their sustainability disclosures, rating methodologies, investment decision-making, goal setting and strategy.

From this research, we calculated an overall materiality score for each ESG topic to help focus our strategy and disclosures in this report. Using this quantitative model, Webster identified the six 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 external stakeholders.

SASB Table

The below disclosures reflect data from the 2022 reporting period, unless otherwise noted.

TOPIC	METRIC	SASB CODE	RESPONSE
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of account holders affected	FN-CB-230a.1	Any material breaches would be reported in our Form 10-K.
	Description of approach to identifying and addressing data security risks	FN-CB-230a.2 FN-CF-230a.3	<p>Webster is committed to prevention, detection and timely response to incidents that may impact the confidentiality, integrity and availability of information assets. Our robust information security and technology risk programs are managed by the Chief Information Security Officer, with additional oversight by our Information Risk Committee, which reviews the development, implementation and maintenance of Webster's Information Security Program and its related comprehensive set of technology policies. Our programs are aligned with regulatory guidance and industry standards.</p> <p>Because the inherent risk of and exposure to cybersecurity threats remain heightened, we prioritize the continued development and enhancement of our controls, processes and practices that are designed to protect our systems, computers, software, data and networks from attack, damage or unauthorized access, and facilitate the recovery of any compromised assets. Webster requires that all workers with access to client and Webster data, including vendors and contractors, complete training to protect the confidentiality of client information and attend annual compliance training that covers cybersecurity compliance.</p> <p>In the event of a data breach, we follow guidance issued under the Gramm-Leach-Bliley Act, as well as local data breach notification laws.</p>

TOPIC	METRIC	SASB CODE	RESPONSE
Financial Inclusion & Capacity Building	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	FN-CB-240a.1	<p>(1) 26,206 loans (2) \$3,945,165,000 value of loans</p> <p>Webster Bank has a responsibility under the Community Reinvestment Act ("CRA") to help meet the credit needs of its communities, including low- and moderate-income ("LMI") neighborhoods. We believe that helping to meet these needs, particularly for LMI individuals, as well as consumers and businesses in LMI areas, is necessary for the continued growth and vitality of our communities and our company.</p> <p>In our most recent CRA Performance Evaluation Report, we received an overall rating of "Outstanding." Our community investment strategy is informed by the thrice-annual engagement of our Community Advisory Councils in New York, Connecticut and Rhode Island/Massachusetts. These councils are comprised of leaders of local nonprofit organizations that span the arenas of affordable housing, small business, CDFIS, workforce development and economic revitalization.</p> <p>Our current community investment strategy includes lending to LMI residential projects in order to support affordable housing and homeownership; lending to small business with attention to women-owned and minority-owned enterprises; and lending to support community development, including our continued support of energy conservation projects in residential and commercial buildings located in LMI neighborhoods, through the Connecticut Neighborhood Assistance Tax Credit Program. We are further supporting our communities by broadening digital access and increasing financial literacy programs through our Finance Labs Initiative and our Community Liaison Officer program.</p>
	(1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development	FN-CB-240a.2	<p>Webster does not currently track the number and value of past due and nonaccrual loans qualified to programs designed to promote small business and community development.</p>
	Number of no-cost retail checking accounts provided to previously unbanked or underbanked clients	FN-CB-240a.3	<p>In 2022, we were pleased to introduce Webster Connect Checking. This product provides unbanked and underbanked clients with financial services with limited fees to help them save, grow and access their money in a reliable way.</p> <p>Webster Connect was launched in the New York metro area in late 2022, and it will be offered across all Webster locations by mid-2023.</p> <p>This product has been certified by the Cities for Financial Empowerment for meeting the Bank On National Account standards for 2023-2024. Bank On collaborates with financial institutions to provide clients with account options that meet safety and affordability standards.</p>
	Number of participants in financial literacy initiatives for unbanked, underbanked or underserved clients	FN-CB-240a.4	<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 2022, we launched our signature Webster Finance Labs initiative to help expand financial empowerment opportunities for youth in LMI communities. Partnering with existing educational nonprofits, the Webster Finance Labs provide students with a unique opportunity to learn about finance, foster youth leadership and help to build our future workforce. Each Finance Lab is funded with a \$100,000 Webster Bank Charitable Foundation (WBCF) grant. Three Finance Labs were launched this year in Yonkers, NY; Bronx, NY; and Bridgeport, CT. Additional Finance Labs are planned for rollout in 2023.</p> <p>Our Community Liaison Officers provided financial literacy education and homebuyer seminars for 4,049 individuals in low- and moderate-income communities in 2022.</p>

TOPIC	METRIC	SASB CODE	RESPONSE
Incorporation of Environmental, Social and Governance Factors in Credit Analysis	Commercial and industrial credit exposure, by industry	FN-CB-410a.1	Please refer to our Fourth Quarter 2022 Earnings Conference Call Presentation for information about our loan distribution.
	Description of approach to incorporation of environmental, social and governance (ESG) factors in credit analysis	FN-CB-410a.2	Co-led by our Chief Risk Officer and Chief Credit Officer, we continue to develop and refine our risk management framework for measuring and managing climate-related physical and transition risks that could impact the bank's operations and loan portfolio.
Business Ethics	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	FN-CB-510a.1	Any material losses would be reported in our Form 10-K.
	Description of whistleblower policies and procedures	FN-CB-510a.2	<p>Webster Bank is committed to ethical behavior, and encourages any ethics breaches to be reported for investigation so that we may maintain utmost compliance with all applicable securities laws and regulations, accounting standards, audit practices and fair behavior. Any Bank Officer, colleague, vendor, contractor, customer, shareholder or other person with direct knowledge about the Bank who has concerns may contact the Chair of the Audit Committee or the Committee's designated alternative director through a third-party vendor supported Financial and Ethics Concerns Alert Line that is available 24/7. All reported concerns are investigated and documented under the direction and oversight of the Audit Committee.</p> <p>The Bank's Financial and Ethics Concerns Policy, which is reviewed and approved at least annually by the Audit Committee, has been developed to satisfy the Sarbanes-Oxley Act and the NYSE rules. The Financial and Ethics Concerns Policy is communicated to colleagues on an annual basis and posted to the Webster@Work SharePoint site.</p>

TOPIC	METRIC	SASB CODE	RESPONSE		
Systematic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	FN-CB-550a.1	Webster Bank is not classified as a Global Systematically Important Bank (G-SIB).		
	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	FN-CB-000.A		Number	Value
			Personal Checking	565,032	\$8,040,770,607.87
			Personal Savings	529,739	\$14,204,166,927.77
			Small Business Checking	59,006	\$1,312,757,047.48
Small Business Savings	204	\$52,246,804.46			
Activity Metrics	(1) Number and (2) value of loans* by segment: (a) personal, (b) small business and (c) corporate	FN-CB-000.B		Number	Value
			Personal	26,877	\$30,348,992.36
			Small Business	5,259	\$344,016,991.13
			Commercial	15,895	\$39,770,995,637.76
	Customer Privacy	Number of account holders whose information is used for secondary purposes	FN-CF-220a.1	100% All financial companies need to share clients' personal information to run their everyday business. The types of personal information we collect and share depend on the product or service you have with us. Our Privacy and Opt-Out Notice, Digital Privacy Statement and California Consumer Privacy Act (CCP) Notice, which are available on our website , describe the information we collect from our clients and how we use it.	
Total amount of monetary losses as a result of legal proceedings associated with customer privacy		FN-CF-220a.2	Any material losses would be reported in our Form 10-K.		
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of account holders affected	FN-CF-230a.1	Any material breaches would be reported in our Form 10-K.		
	Card-related fraud losses from (1) card-not present fraud and (2) card-present and other fraud	FN-CF-230a.2	A discussion of fraud is included in the Operational Risk section of our Form 10-K.		

* Figures exclude mortgage loans and revolving credit loans.

TOPIC	METRIC	SASB CODE	RESPONSE
Selling Practices	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold	FN-CF-270a.1	<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.</p> <p>Our colleagues selling credit products and originating loans 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.</p> <p>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>
	Approval rate for (1) credit and (2) pre-paid products for applicants with FICO scores above and below 660	FN-CF-270a.2	Webster does not offer credit cards or pre-paid products.
	(1) Average fees from add-on products, (2) average APR, (3) average age of accounts, (4) average number of trade lines, and (5) average annual fees for pre-paid products, for clients with FICO scores above and below 660	FN-CF-270a.3	Webster does not offer credit cards or pre-paid products; Webster does not offer add-ons as defined by SASB.
	(1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB), (2) percentage with monetary or nonmonetary relief, (3) percentage disputed by consumer, and (4) percentage that resulted in investigation by the CFPB	FN-CF-270a.4	<p>(1) 17</p> <p>(2) 24%</p> <p>(3) 0%</p> <p>(4) 0%</p>
	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	FN-CF-270a.5	Any material losses would be reported in our Form 10-K.

TOPIC	METRIC	SASB CODE	RESPONSE												
Activity Metrics	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account	FN-CF-000.A	Webster does not offer credit cards or pre-paid debit accounts.												
	Number of (1) credit card accounts and (2) pre-paid debit card accounts	FN-CF-000.B	Webster does not offer credit cards or pre-paid debit accounts.												
Lending Practices	(1) Number and (2) value of residential mortgages of the following types: (a) Hybrid or Option Adjustable-rate Mortgages (ARM), (b) Prepayment Penalty, (c) Higher Rate, and (d) Total, by FICO scores above and below 660	FN-MF-270a.1	Webster does not currently track these data points in the context of the SASB definition.												
	Description of remuneration structure of loan originators	FN-MF-270a.4	<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.</p> <p>Our colleagues selling credit products and originating loans 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.</p> <p>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>												
	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure, by FICO scores above and below 660	FN-CF-270a.2	<table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Mortgage Modifications</td> <td>212</td> <td>\$29,783,848.92</td> </tr> <tr> <td>Foreclosures</td> <td>25</td> <td>\$1,336,876.75</td> </tr> <tr> <td>Short Sales or Deeds in Lieu of Foreclosure</td> <td>2</td> <td>\$277,553.51</td> </tr> </tbody> </table>		Number	Value	Mortgage Modifications	212	\$29,783,848.92	Foreclosures	25	\$1,336,876.75	Short Sales or Deeds in Lieu of Foreclosure	2	\$277,553.51
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Mortgage Modifications	212	\$29,783,848.92													
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Short Sales or Deeds in Lieu of Foreclosure	2	\$277,553.51													
Total amount of monetary losses as a result of legal proceedings associated with communications to clients or remuneration of loan originators	FN-CF-270a.3	Any material losses would be reported in our Form 10-K.													

TOPIC	METRIC	SASB CODE	RESPONSE
Discriminatory Lending	(1) Number, (2) value, and (3) weighted average Loan-to-Value (LTV) ratio of mortgages issued to (a) minority and (b) all other borrowers, by FICO scores above and below 660	FN-MF-270b.1	<p>(1) 50,388 (2) \$9,596,528,123.33</p> <p>Webster does not currently track the remainder of these data points in the context of the SASB definition.</p>
	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	FN-MF-270b.2	Any material losses would be reported in our Form 10-K.
	Description of policies and procedures for ensuring nondiscriminatory mortgage origination	FN-CF-270b.3	<p>Webster is committed to making banking credit services available to all prospective and existing clients on a fair basis, offering fair and equitable treatment to all individuals, providing clear and complete communications regarding products and services, and responding to client concerns promptly and courteously.</p> <p>Webster supports fair and responsible banking principles, opposes discrimination, and is committed to offering and delivering banking products and services on a fair and equitable 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 Federal Consumer Protection Act, gender identity or expression, disability, or any other prohibited basis under federal or state laws or regulations.</p> <p>Webster maintains a Fair Lending Compliance Policy and Program ("Fair Lending Policy"). 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.</p> <p>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 person shall be discouraged from applying for credit or other banking products or services and all applicants shall be 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 underwriting and pricing standards. Procedures, controls, and colleague training courses have been designed to ensure loans originated or purchased comply with Fair Lending laws and regulations.</p>

TOPIC	METRIC	SASB CODE	RESPONSE										
Environmental Risk to Mortgaged Properties	(1) Number and (2) value of mortgage loans in 100-year flood zones	FN-MF-450a.1	(1) 1,535 (2) \$482,161,234.33										
	(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	FN-MF-450a.2	Webster does not currently track these data points in the context of the SASB definition.										
	Description of how climate change and other environmental risks are incorporated into mortgage origination and underwriting	FN-MF-450a.3	Co-led by our Chief Risk Officer and Chief Credit Officer, we continue to develop and refine our risk management framework for measuring and managing climate-related physical and transition risks that could impact the bank's operations and loan portfolio.										
Activity Metrics	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	FN-MF-000.A	<table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Residential</td> <td>7,130</td> <td>\$2,695,453,262.60</td> </tr> <tr> <td>Commercial</td> <td>621</td> <td>\$5,355,840,697</td> </tr> </tbody> </table>			Number	Value	Residential	7,130	\$2,695,453,262.60	Commercial	621	\$5,355,840,697
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The Webster symbol is a registered trademark in the U.S.