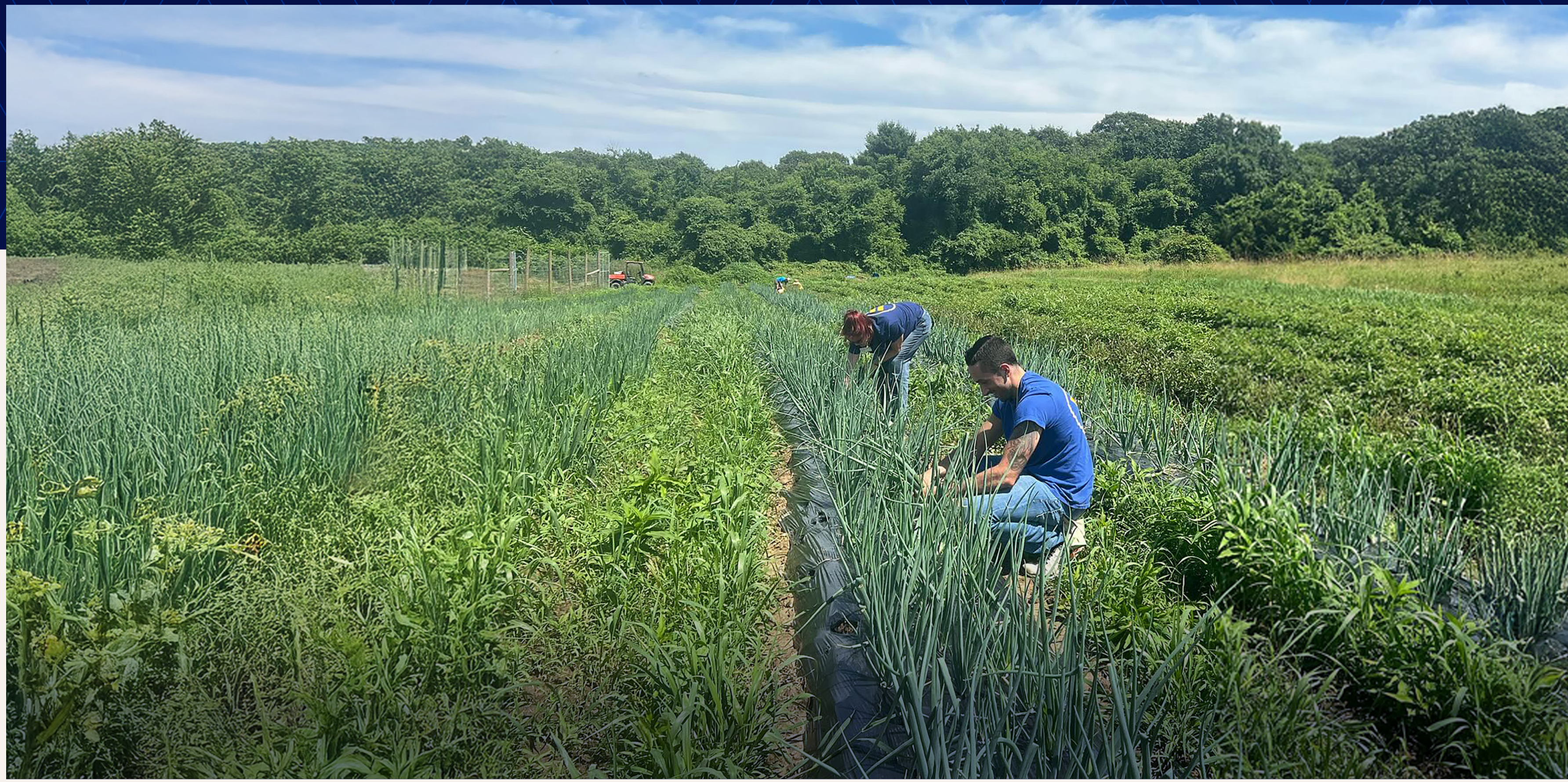


Our Environment

Supplement to the 2024 Corporate Responsibility Report

Webster Financial Corporation

WebsterBank®

From Our Chief Corporate Responsibility Officer

Sustainability is about creating value for our clients, our colleagues, our communities and our shareholders.

I'm pleased to share *Our Environment*, a supplement to our 2024 Corporate Responsibility (CR) Report. Our 2024 CR Report illustrated Webster's ongoing commitment to environmental, social and governance principles.

Structured with the themes of Economic Vitality, Valuing Our People, Our Environment and Responsible Governance, the Report summarized our strategic approach to creating positive social and environmental impact within an effective governance framework, based on strong risk management, responsible corporate citizenship, inclusion and belonging, and transparent governance.

Our Environment builds on the 2024 CR Report, providing a more detailed look at Webster's approach to sustainability.

Sustainability is about creating value for our clients, our colleagues, our communities and our shareholders.

From community support, volunteerism and financial investments to collaborating with community partners and awarding grants to non-profit organizations that assist the most vulnerable populations, we live our values of Integrity, Collaboration, Agility, Accountability, Respect and Excellence.

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 approach to environmental sustainability helps to conserve resources, improve operational efficiencies and reduce costs.

We believe we have an obligation to proactively address sustainability risks and opportunities as part of our strategic plan. We put these concerns at the core of our operations.

As we move ahead, we will continue to build on the strong foundations of our corporate responsibility pillars. All of this progress is made possible thanks to the dedication, teamwork and commitment to our values demonstrated by Webster colleagues every day.

Sincerely,

Marissa Weidner

Marissa Weidner
Chief Corporate Responsibility Officer

Sustainability @ Webster

At Webster, we use the term “sustainability” to describe a comprehensive set of environmental, social and governance matters impacting our company, including our corporate responsibility efforts.

What sustainability progress did Webster see in 2024?

We made advancements in several areas. We began a comprehensive climate risk management process, including a preliminary climate risk assessment and a readiness evaluation. We also evaluated the impact, exposure and likelihood of acute and physical climate hazards. These assessments will help us better understand the potential impacts of climate change on our business, and guide our future environmental strategies.

Our internal partnerships expanded and strengthened in 2024. We established a cross-functional Climate Working Group (CWG) to address new state-level reporting requirements from California. The CWG also provides a range of perspectives on climate-related risks and opportunities, and partnered with two national consulting firms to evaluate Webster’s climate program and capabilities.

To help increase colleague awareness, we developed a series of articles focusing on different aspects of sustainability reporting. These were shared via colleague newsletters and posted to the intranet. The articles were well-received, and another series is planned for 2025.

How has the bank enhanced its sustainability reporting?

We’ve made quantitative and qualitative improvements in our climate reporting. Report data quality continued to improve in 2024 as more data flows were automated, and new data management software was onboarded to enhance tracking and management of our GHG emissions.

Comprehensive updates were made to our materiality assessment and gap analysis in 2024, informing our reporting and strategic planning. To ensure transparent and accountable reporting, compliant with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD), we continued to report against rigorous data collection methodologies. Our strong partnership with

Kelly Raskauskas
Senior Managing Director
Sustainability, Government and Public Affairs

Internal Audit (IA) continued in 2024. The IA team completed a risk-based independent data validation of the metrics in our 2024 Corporate Responsibility Report, providing a level of confidence in those metrics. The IA team also provided recommendations to support the ongoing maturity of our data collection, reporting and oversight processes, as well as internal controls and governance.

How is sustainability governance structured at Webster?

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

Our 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.

What's ahead for Webster?

We'll build on our current sustainability work, and use climate data to identify new areas of opportunity for the bank. We also plan to integrate climate risk assessment into our Enterprise Risk and Credit Risk frameworks, ensuring climate-related actions are prioritized in alignment with our business objectives.

We'll also explore new ways to continue developing a culture of sustainability at Webster.

Environmental Responsibility

We believe that our focus on environmental sustainability provides a strategic benefit by reducing costs and improving operational efficiencies. We continue to engage with our suppliers, measuring and managing 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. 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 2024, Webster Bank created or maintained commitments for approximately $1.16 billion in loans for renewable energy, environmental remediation and energy-efficient components, primarily in New York, as well as in Connecticut, Pennsylvania, Massachusetts and Rhode Island.

To support the continued growth of E-Lending, our Sageworks lending platform was updated this year through a collaborative effort with Commercial Banking Strategy and Business Solutions, Commercial Legal Services, Commercial Administration Analytics and the Office of Corporate Responsibility Sustainability team. The updates provide a faster and simpler way to identify an E-Loan and which category it falls under. Our approach supports the alignment of our financial services with our commitment to environmental responsibility.

2024 highlights include:

- **Retrofitted 51 branches with energy-efficient lighting fixtures, with an estimated annual energy savings of 680,148 kWh**
- **Diverted 2,398 devices and 6,507 pounds of miscellaneous electronics to E-Waste disposal**
- **Encouraged continuance of environmentally-friendly work practices by supporting the recycling of plastic, glass and paper**
- **Continued to collect and assess climate risk data for collateral and business locations related to wildfire, drought, flood and rising sea levels**
- **Onboarded software tools to help us track and manage emissions more effectively**

Sustainable Communities

The Lirio Project

The Lirio is a 112-unit mixed-use multifamily project that will provide housing for long-term survivors of HIV/AIDS and formerly homeless individuals in the Hell's Kitchen neighborhood of Manhattan. This project is a joint venture between Hudson Companies and Housing Works, a non-profit organization dedicated to combating homelessness and AIDS for low-income New Yorkers. Webster will provide $50 million in construction financing for the project, creating access to safe, affordable housing for an extremely underserved community in NYC.

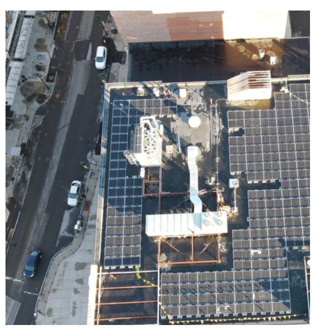
Built to Passive House standards, the Lirio will incorporate a number of green features, including:

- VRF heating and cooling system which allows fine-tuned control over indoor air quality and temperature, and lower operating costs
- Green roofs
- Rooftop solar
- Air-tight building envelope, resulting in a nearly sound-proof building

The project has solar tax credits along with NYSERDA New Construction Program funding.

Pilot Solar Panel Installation Project

The pilot solar panel installation project at our Waterbury office was completed in late 2024. The installation of 180 Tier 1 panels is expected to offset 99% of our energy consumption at this location, and 80% of our utility costs.



Connecticut Neighborhood Assistance Act Tax Credit Program

Webster participated in the 2024 Connecticut Department of Revenue Services Neighborhood Assistance Act Tax Credit Program, which earned the bank a Connecticut state tax credit for making cash investments to qualified community programs sponsored by non-profit tax-exempt organizations or municipal agencies.

Our focus was on supporting energy conservation projects in residential and commercial buildings. We contributed a total of $147,000 to 20 energy conservation projects in cities and towns across the state.

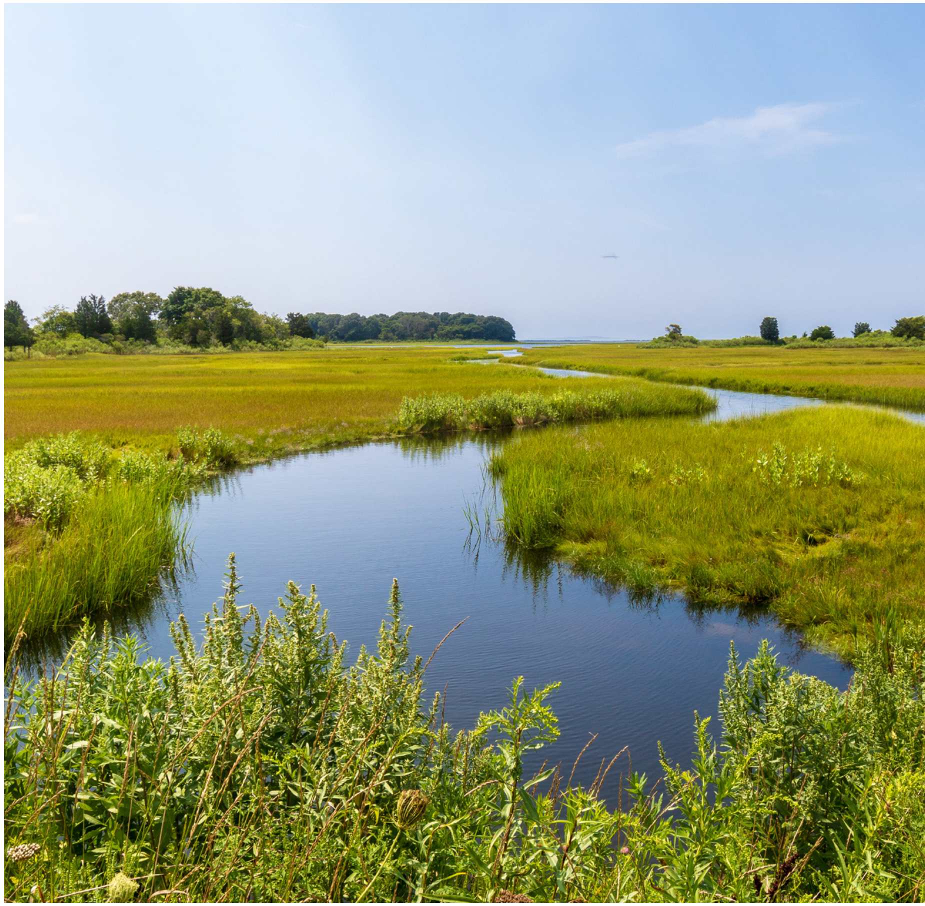
Climate Risk

In 2024, Webster initiated a comprehensive climate risk management process to better understand and address the potential impacts of climate change on our operations.

We also conducted a readiness evaluation. This process began with developing a comprehensive framework of climate-related risks and opportunities, serving as the foundation for our scenario analysis. To ensure a thorough evaluation, we engaged subject matter experts across multiple business lines within Webster gathering diverse perspectives to prioritize the most significant climate-related risks and opportunities.

Our climate risk assessment analyzed how climate change may affect Webster's sites and operations. This assessment considered both acute and chronic physical climate risks. Acute risks, typically event-driven, include extreme heat, wildfires, dry days, flooding and hurricanes. Chronic risks, reflecting longer-term shifts in climate patterns, include sea level rise, changes in mean temperature, temperature variability and mean precipitation.

The results of this analysis are critical to understanding the potential future impacts of climate change on our business and operations. Moving forward, we plan to integrate assessment of these climate risks into our Enterprise Risk and Credit Risk frameworks, ensuring climate-related actions are prioritized in alignment with our business objectives.



Greenhouse Gas Management

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

In our efforts to use lower-emission sources of energy we have also been working to increase our use of renewable energy. In 2022, we purchased renewable energy certificates, known as RECs, in our New York market. We partnered with Green-e to invest in these projects to address our emissions from our operations for December 2022 through December 2026. In 2024, we expanded our REC purchases in our New York and Massachusetts markets. By purchasing these RECs to match 100% of our annual electricity usage, we are taking meaningful climate action.

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.

GHG Emissions (MT CO_2e)*	2023	2024
Scope 1	3,510.57	3,846.19
Scope 2 (location-based)	10,291.21	8,328.23
Scope 2 (market-based)	8,849.46	7,089.95
Total Scope 1 and Scope 2 (market-based)	12,360.03	10,936.14

* Metric tons of carbon dioxide equivalent.

Webster Bank follows Greenhouse Gas Protocol standards. Our organizational boundary includes all owned and leased spaces 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 2024, we refined our methodologies, including new Scope 1 sources. We also implemented a new data management platform. As a result, we recalculated our 2023 GHG emissions.

Task Force on Climate-Related Financial Disclosures (TCFD)

The below disclosures reflect data from the 2024 reporting period, unless otherwise noted.

TCFD Element	Disclosure	Response
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 and delegates its authority on these issues to the Board's Risk Committee and to Webster's independent control functions. Internal Audit and Credit Risk Review 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. Informed by the above, Webster maintains a Risk Appetite Statement which provides guidance to Management regarding the nature and level of residual risk that it is willing to take in pursuit of its objectives. The appetite balances a qualitative risk appetite statement, which is approved annually by the Board of Directors, with quantitative metrics in the form of board-level and management-level scorecards comprising key risk indicators with established risk tolerance levels. Tolerance levels are periodically reviewed by the respective oversight committees to ensure the alignment between Webster's risk profile and its designated risk appetite.
	b) Describe management's role in assessing and managing climate-related risks and opportunities	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. The ERMC is also responsible for reviewing information regarding the Company's policies, procedures, and practices relating to risk. Climate risks are discussed at the ERMC and its applicable subcommittees, including the Operational Risk Management Committee, which monitors and considers climate-related physical risks. The Executive Management Committee, which is chaired by the CEO, considers climate-related strategies and opportunities.

<table>
<tr><th>TCFD Element</th><th>Disclosure</th><th>Response</th></tr>
<tr><td>Governance (cont.)</td><td>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</td><td>In efforts led by our Chief Risk Officer and Chief Credit Officer, we continue 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 enhancement and credit process enhancements are also in progress.

In 2024, Webster created a Climate Working Group. Representatives from Corporate Responsibility, Risk, Credit Risk, Legal, Compliance and Finance reviewed proposed federal climate disclosures and new state climate laws to determine scope, reporting capacity and gaps. The Climate Working Group also managed the engagement of two national consulting groups to assess Webster’s readiness for climate governance, climate strategy and climate management efforts. One group evaluated Webster’s overall exposure to climate risk, including physical and transition risk, and made recommendations to prepare for new regulatory reporting requirements. The other evaluated Webster’s preparedness for climate risk management and reporting requirements.</td></tr>
<tr><td>Strategy</td><td>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</td><td>Risks
Physical Risk is derived from extreme weather, flooding and wildfires as well as longer-term physical risks including extreme heat, sea level rise and more frequent/prolonged drought. Events such as these could disrupt our operations and those of our customers or third parties on which we rely through direct damage to assets and indirect impacts from supply chain disruption or market volatility. The preponderance of our portfolio’s residential and commercial real estate assets is within the Northeast United States, which is an area susceptible to hurricanes and high winds. We mitigate this risk to our portfolio through diversification and insurance.

Transition Risk is derived from changes in client preferences and additional regulatory requirements that could impact our customers or impact our strategies. Our reputation and client relationships may also be damaged because of our direct or indirect involvement in certain industries or projects associated with causing or exacerbating climate change. Our ability to attract and retain employees may also be harmed if our response to climate change is perceived as ineffective or insufficient.

Given the global shift away from a carbon intensive economy, transition risk in general is concentrated within two key sectors: 1) Mining, Quarrying, and Oil and Gas Extraction and 2) Utilities. Based on our footprint and market composition, Webster’s credit exposure to these sectors is < 2.5% of our total Commercial Loan balances.

Opportunities
Webster continues to increase its level of financing for commercial loans with companies involved in renewable energy, environmental remediation and energy-efficient components. In 2024, we created or maintained commitments for approximately $1.16 billion for these environmental loans, an increase from approximately $757 million in 2023.

Webster identified several climate-related opportunities that we are currently leveraging in our operations, including energy efficiencies, federal incentives and renewable energy procurement.
• 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 at our Waterbury, Connecticut, campus and engaging with a federal solar incentive program to install solar panels on the roof of our Waterbury campus. We also have a longstanding 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 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. We partnered with Green-e to invest in these projects to address our emissions from our operations for December 2022 through December 2026. In 2024, we expanded our REC purchases in our New York and Massachusetts markets. By purchasing these RECs to match 100% of our annual electricity usage, we are taking meaningful climate action.

As we continue to evolve our climate strategy, we expect to identify further opportunities to reduce our impact and that of our customers.</td></tr>
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TCFD Element	Disclosure	Response
Strategy (cont.)	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Our operational strategy has also been influenced by climate-related issues as Webster has taken steps to more actively track and reduce our 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. In addition to working towards a thorough GHG inventory, we have also reduced our electricity usage with LED lighting upgrades throughout our banking centers and offices, and we have purchased renewable energy credits (RECs) to offset our GHG emissions in our New York and Massachusetts markets. The opportunities associated with the energy transition inform our commitment to finance our customers' renewable energy and energy-efficiency projects. Webster lending for environmentally related projects has grown 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.	Given the global shift away from a carbon intensive economy, transition risk in general is concentrated within two key sectors: 1) Mining, Quarrying, and Oil and Gas Extraction and 2) Utilities. Based on our footprint and market composition, Webster's credit exposure to these sectors is < 2.5% of our total Commercial Loan balances. Webster has relatively limited exposure to climate risks in our operations and lending portfolio. Given Webster's limited climate exposure, the bank's loan portfolio operations, and strategy is resilient to typical climate scenarios such as rising sea levels, higher temperatures, stronger storms and more rapid transition to more sustainable energy sources in the short and medium term. While Webster has not yet conducted a formal climate scenario analysis, our organizational lending strategy works to limit physical risk exposure within our portfolio footprint, 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.	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. With regards to business operations, we assess the physical locations of our offices and our key vendors and maintain appropriate back-up/business resiliency arrangements and insurance. Risks are considered at the time of signing contracts and managing our portfolio of properties and vendors and appropriate risk mitigation is established to ensure our overall risk profile remains in line with our risk appetite. With regards to our loan portfolio, we assess climate risk at the transaction level and at 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 specific climate related risks applicable. At the portfolio level we review credit metrics and concentrations.

TCFD Element	Disclosure	Response
Risk Management (cont.)	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 have responsibility 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 and facilitate development and implementation of risk management practices, provide risk guidance and assist the lines of business in 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, identify issues, make recommendations and inform 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. Webster plans to develop a framework to integrate climate scenario analysis into existing RM practices to assess strategic and RM resiliency against climate-related financial risks.
	c) 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, reputational, operational, credit, compliance, financial and strategic. Climate-related risks cross these categories and would be considered, when deemed material, in our risk assessments. Climate-related risks are specifically embedded in our approach to reputational, operational and credit risk management.
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	For our loan portfolio, we periodically analyze our portfolio's exposure to Physical and Transition Risk. For Physical Risk, we map the geography of our loan and real estate portfolio across various physical climate risk data sets (wind, fire, flood, etc.) to identify concentrations. We take into consideration the level of insurance. We also periodically assess our commercial loan exposures to determine our exposure to high climate risk sensitive industries. We have begun to evaluate Scope 3 emissions associated with various business activities, including our investments, in order to strengthen our risk management capabilities, and prepare for compliance with California climate laws and other reporting requirements. 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 greenhouse gas emissions. To further address our climate footprint, we monitor reduction of our electronic, plastic and paper waste streams. Additional information is available on page 4 of this Report.
	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 (GHG) emissions can be found on page 7 of this Report. In 2025, Webster will determine the relevant Scope 3 emissions factors in preparation for 2026 reporting in compliance with California SB 253.
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Webster's Scope 1 and Scope 2 greenhouse gas (GHG) emissions can be found on page 7 of this Report. In 2025, Webster will determine the relevant Scope 3 emissions factors in preparation for 2026 reporting in compliance with California SB 253.

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