

## Code of Vendor Conduct

TEGNA Inc. (including its subsidiaries and affiliates, “TEGNA” or the “Company” or “we”) is proudly committed to providing equal opportunities for all, and we strive to build a diverse workforce and network of supplier relationships that reflect that commitment.

We hire, promote, and reward employees on the basis of talent, performance, and dedication. These decisions ensure the company employs the most capable people, regardless of candidates’ race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, physical or mental disability, enrollment in college or vocational school, political affiliation, veteran status, or genetic information. Additionally, we do not allow harassment or discrimination. TEGNA seeks to achieve and maintain the highest standards in business ethics by promoting legal compliance and professional behavior at all our workplaces.

TEGNA enhances its relationship with suppliers by working with those who share our business ethics and values of diversity and equality. We expect our suppliers to abide by our Ethics Policy and all relevant laws, including those regarding political contributions and payments, imports and exports of technology, maintaining accurate financial reporting systems, and privacy, data, and information security. We also expect suppliers to comply with any applicable regulations and standards on government contracting, the environment, and fair and ethical employment practices. This includes wages, hours, health, safety, overtime and benefits, and prohibitions on child labor, forced labor, and discrimination. In addition, we require our suppliers to respect employees’ rights to freely associate, organize, and collectively bargain their rights, as appropriate, without adverse employment consequences. Vendors also are required to comply with all TEGNA policies that address any of the foregoing topics.

TEGNA strives to ensure that our suppliers are representative of the diverse workplace we want to maintain, and we therefore are proud to offer opportunities to suppliers owned by racial and ethnic minorities, women, members of the LGBTQ community, and veterans. Suppliers’ non-discrimination policies must contain sexual orientation and gender identity as protected categories with the intent to treat everyone equally and with the utmost respect. Commitment to diversity and equality will enhance our synergies and ensure a consistent level of integrity. Moreover, maintaining a diverse and inclusive supplier base gives us the ability to leverage the insights of these various groups to obtain a competitive advantage in the market and create added value for our shareholders.

TEGNA considers the following categories as diverse suppliers:

1. Minority Business Enterprise (MBE)
2. Women Business Enterprise (WBE)
3. Veteran Business Enterprise (VBE)
4. Service Disabled Veteran Business Enterprise (SDVBE)
5. Historically Underutilized Business Enterprise (HUBZone)
6. Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ)
7. Persons with Disabilities (PWD)
8. Small Disadvantaged Business (SDB)

Suppliers will certify as to their compliance with these requirements from time to time upon TEGNA's request. Further, TEGNA reserves the right to periodically conduct generic and product safety supply chain audits.

This TEGNA Code of Vendor Conduct conforms with internationally accepted labor standards and guidance, including the International Labour Organization (ILO)'s core conventions, the Universal Declaration of Human Rights, and the United Nations (UN) Guiding Principles for Business and Human Rights.

All vendors must acknowledge they are aware of, currently in compliance with, and agree to comply on an ongoing basis with this Code of Vendor Conduct and with our Ethics Policy. Vendors with whom we spend \$100,000.00 or more in a calendar year will also be required to re-certify compliance annually.

Those interested in doing business with TEGNA should complete the vendor registration form available at <http://www.tegna.com/contact-us/>.

Questions can be directed to [procurement@tegna.com](mailto:procurement@tegna.com).