

Code of Vendor Conduct

[As updated through February 12, 2025]

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 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 nondiscrimination. 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 employ a workforce with a wide range of backgrounds, perspectives, experiences, qualifications, and skillsets, consistent with our values. . We expect our suppliers to abide by non-discrimination policies with the intent to treat everyone equally and with the utmost respect.

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.

Questions can be directed to procurement@teгна.com.