

Charter of the Corporate Social Responsibility Committee

Approved May 15, 2024

Mission

The purpose of the Corporate Social Responsibility (CSR) Committee is to support Amalgamated Bank's (the "Bank") ongoing commitment to environmental performance, health and safety, corporate social responsibility, corporate governance, sustainability and other public policy matters relevant to the Bank.

The CSR Committee is an internal bank group that consists of executive and cross-functional management. It will assist in setting general strategy relating to Environmental, Social and Governance (ESG) goals, developing, implementing and monitoring initiatives and policies to meet the strategy, and the oversight of communications with employees, investors and stakeholders about ESG matters.

Responsibilities

The CSR Committee will serve as the central place for all ESG matters. Its duties and responsibilities include:

1. Assist in setting the Bank's general strategy with respect to ESG matters, and to consider and recommend policies, practices and disclosures that conform to the strategy
2. Advise the Bank's reporting and disclosure with respect to ESG matters made in compliance with securities laws. Identify areas of strengths, risk and vulnerability
3. Assist in overseeing internal and external communications regarding ESG matters
4. Identify and raise current and emerging ESG matters that may affect the business, operations, performance or public image of the Bank, and make recommendations on how the Bank's policies, practices and disclosures can adjust and address these trends
5. Recommend systems necessary to monitor and improve ESG matters
6. Perform other duties, tasks and responsibilities relevant to the purpose of the CSR Committee
7. Review of the CSR Report

Membership Structure

The CSR Committee is chaired by the Chief Sustainability Officer and its membership will consist of individuals across various departments of the Bank.

Membership of the CSR Committee will have the following titles:

- Chief Executive Officer (CEO)
- Chief Financial Officer
- Chief Accounting Officer
- Chief Banking Officer
- Chief Sustainability Officer
- Corporate Social Responsibility Officer
- Chief Trust Officer



- Regional Director(s)
- Chief Human Resources Officer
- Amalgamated Foundation Executive Director
- Chief Operations Officer
- Chief Legal Officer
- Chief Risk Officer
- Chief Credit Risk Officer
- Customer Insights

Other officers and employees may be designated by the CEO.

The CSR Committee has the authority to retain outside advisors as it deems necessary to carry out its responsibilities.

The CSR Committee may ask other officers and employees to provide pertinent information as required.

A majority of the members shall constitute a quorum.

Meeting Schedule

The CSR Committee will meet quarterly and as often as it determines necessary to meet its objectives. Frequency and length of the meeting will vary based on the agenda.

The Chair is responsible for scheduling meetings and setting agendas. Committee members may attend in person or by teleconference.

The Committee Chair and/or CEO will present a regular report to the Board of Directors.

Communication

All agendas, minutes and relevant documentation will be distributed to the CSR Committee members electronically.

Reports to the Board

The CSR Committee Chair and/or CEO will present a regular report to the Board of Directors summarizing the matters reviewed and actions taken by the CSR Committee as well as progress in achieving identified ESG goals and objectives.

Review

This Charter will be reviewed and updated annually.

Adopted: October , 2019

Revised: December 15, 2023