

TEGNA

Ethics Violations Reporting Policy

Every TEGNA employee is responsible for ensuring that the company's actions and associations maintain the highest professional standards. These standards guarantee the independence and integrity of our news, editorial, information, advertising and marketing services. As an employee, you are obliged to report any suspected violation of company policy (including violations of accounting or auditing policy) or any suspected violation of the laws governing the Company's business. Reports can be made:

- Via the ethics hotline: 800-695-1704
- Via email: tegnaethicscomplaints@tegna.com
- Via mail: Law Offices of Garrett S. Flynn, LLC, 10 North Main Street, Suite 221, West Hartford, CT 06107

Employees will not be disciplined or suffer retribution for reporting honestly and in good faith suspected violations. There is no need to identify yourself, if you prefer not to. All reports will be confidential except as necessary to conduct investigations.

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