

Vendor Code of Conduct

Camden National Bank, as a publicly traded and federally regulated company, is committed to the communities we serve and conducting our business in accordance with the highest ethical standards and compliance with all applicable laws, rules, and regulations. We expect our vendors to share our core values and uphold our standards and for each to develop policies and programs as appropriate to ensure that all employees and subcontractors understand and adhere to these standards. We expect our vendors to operate in compliance with the principles outlined in this Vendor Code of Conduct.

It is important to Camden National Bank that its vendors operate in a way that is consistent with all applicable laws, regulations, contract terms, and this Vendor Code of Conduct. It is the responsibility of each vendor to ensure that its employees and representatives maintain a thorough understanding of the expectations outlined in this document.

This Vendor Code of Conduct is subject to periodic updates and revisions reflecting Camden National Bank's culture of continuous improvement.

Ethical Business Practices: Camden National Bank maintains the highest ethical standards. We similarly expect our vendors to conduct their business with the highest standards of integrity in their business dealings. This includes refraining from any and all forms of illegal or improper activity, including corruption, misrepresentation, extortion, embezzlement, bribery, or unethical practices.

Human Rights: Camden National Bank expects our vendors and their subcontractors to abide by labor laws and regulations where they conduct business, including those that address child labor, forced labor, human trafficking, equal pay, and nondiscrimination in their workforce, and not to engage in any practice that could reasonably be considered as employing or encouraging child labor, forced labor or human trafficking.

Equal Opportunity: Camden National Bank expects our vendors and their subcontractors to ensure that their workplace is committed to practices based on merit and equal opportunity. We expect vendors and subcontractors to not subject any individual to any discrimination based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, ethnic origin, or any other characteristic protected by applicable law. All employees will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological, or verbal harassment or abuse.

Environmental Sustainability: Camden National Bank expects vendors to share our commitment to conducting business in an environmentally responsible way, which creates long-term sustainable value for our employees. Vendors shall conduct their business in full compliance with all applicable environmental, health, and safety laws and should strive to minimize any negative impact their operations have on the environment.

Fair Labor Practices: Vendors must be committed to achieving decent and humane working conditions by complying with all relevant and applicable laws and regulations of the state and/or country where they are located. We expect vendors and subcontractors to not subject any individual to any discrimination in their employment, including hiring, compensation, advancement, discipline, termination, retirement, or any other characteristic protected by applicable law. No forced labor, including prison, indentured, bonded, or other forms, or child labor shall be used in the delivery of goods and services.

Wages and Working Hours: Vendors must employ only those workers in accordance with applicable labor laws who meet applicable minimum age requirements in the jurisdiction. Vendors must also comply with

all applicable wage and hour labor laws and regulations governing employee compensation, reimbursements, taxes, and working hours.

Health and Safety: Vendors will provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or resulting from the workplaces' facilities. Responsible measures are adopted to mitigate negative impacts on the environment.

Privacy and Confidentiality: Vendors will comply with all applicable privacy laws, regulations, industry best practices, and Camden National Bank's information security requirements and controls to ensure that the bank and its customer's personal and confidential information is not lost, used, collected, disclosed, or accessed without prior authorization.

Please return this signed acknowledgment to Rose Bilodeau at vendormanagement@CamdenNational.bank

I certify that our company has received, read, and understood and will abide by Camden National Bank's Vendor Code of Conduct.

Company Name

Representative

Job Title

Signature

Date