Corporate Governance Guidelines

Version Control Data:

Policy Owner: General Counsel	Last Review Date: November 2025
Approval Authority: Board of Directors	Approval Date: November 2025

Corporate Governance Guidelines

These Corporate Governance Guidelines ("Guidelines") were adopted by the Board of Directors (the "Board") of Dime Community Bancshares, Inc. (the "Company"). The Guidelines are intended to comply with the corporate governance rules of the primary securities exchange on which the Company's securities are traded. Terms used but not otherwise defined in these Guidelines shall have the definitions ascribed to them in the Company's Bylaws.

I. Board Composition and Director Qualifications

The Board of Directors shall consist of a number of directors as designated by resolution of a majority of the Board from time to time. A majority of the members of the Board shall be, in the business judgment of the board, "independent" under the applicable rules of the primary securities exchange on which the Company's securities are traded.

The Corporate Governance and Nominating Committee of the Board of Directors is responsible, subject to the provisions of the Company's Bylaws, for leading the search for individuals qualified to become members of the board of directors, selecting director nominees to be presented for shareholder approval at the annual meeting, and recommending committee memberships. The Corporate Governance and Nominating Committee seeks a diverse group of candidates who possess the background, skills and expertise to make a significant contribution to the Board, to the Company and its shareholders. The Corporate Governance and Nominating Committee annually assesses the skills of the directors in order to identify any skills gaps that might need to be addressed when searching for new director nominees. The Corporate Governance and Nominating Committee shall select individuals as director nominees who shall have the highest personal and professional integrity, who shall have demonstrated exceptional ability and judgment and who shall be most effective, in conjunction with the other nominees to the board, in collectively serving the long-term interests of the Company's shareholders.

The Corporate Governance and Nominating Committee annually (or more frequently, if warranted) reviews director suitability and the continuing composition of the Board; it then recommends director nominees who are voted on by the Board of Directors. The Board believes that, if this evaluation is performed well, it obviates the need for term limits, which could unnecessarily deprive the Company of experienced directors.

The Corporate Governance and Nominating Committee is authorized to retain search firm(s) to assist in the identification of candidates for director nominees. The Corporate Governance and Nominating Committee is not limited to a specific process in identifying candidates and will consider potential nominees from various sources, including recommendations from shareholders as well as directors and officers of the Company. Individuals recommended by shareholders are evaluated in a manner identical to other potential nominees. The Corporate Governance and Nominating Committee is empowered to adopt general criteria and minimum qualifications in determining candidates for election as director.

{Clients/1057/4922-2213-0299-v2}

II. Director Responsibilities

The basic responsibility of the directors is to exercise their business judgment to act in what they reasonably believe to be in the best interests of the Company and its shareholders. In fulfilling its responsibilities, the Board performs the following principal functions:

- Ensuring legal and ethical conduct;
- Selecting the Chief Executive Officer and monitoring the Chief Executive Officer's and management's performance;
- Developing and keeping current a management succession plan;
- Approving corporate strategy and monitoring the implementation of strategic plans;
- Reviewing and approving policies for the operation of the Company;
- Providing general oversight of the business of the Company;
- Monitoring Board-established risk limits and the overall risk profile of the Company;
- Implementing Board processes to ensure optimal Board performance; and
- Nominating directors for shareholder approval.

Directors are expected to attend Board meetings and meetings of Board committees on which they serve, to use their best efforts to attend every shareholder meeting, to spend the time needed to discharge their Board duties in a reasonable manner, and to meet as frequently as necessary to properly discharge their responsibilities. Information and data that are important to the Board's understanding of the business to be conducted at a Board or committee meeting should generally be distributed in writing to the directors before the meeting, and directors should review these materials in advance of the meeting.

The Chairperson of the Board, in conjunction with the Chief Executive Officer, should establish the agenda for each Board meeting. Each Board member may suggest the inclusion of items on the agenda. Each Board member also may raise at any Board meeting subjects that are not on the agenda for that meeting. The Board will review the Company's long-term strategic plans and the principal issues that the Company will face in the future during at least one Board meeting each year.

Minutes of each Board meeting and each committee meeting will be compiled by the Company's Corporate Secretary who shall act as Secretary to the Board and each committee,

{Clients/1057/4922-2213-0299-v2}

or in the absence of the Corporate Secretary, by any other person designated by the Chairperson of the Board, or by a committee, as the case may be.

Independent directors shall meet in regularly convened executive sessions. The Company shall disclose the procedure by which interested parties may communicate directly with the independent directors, which can be the same process established for communications with Audit Committee members.

The Board believes that the management speaks for the Company. Individual Board members, from time to time, may meet or otherwise communicate with various constituencies that are involved with the Company, provided however, Board members would do this with the knowledge of the management and, absent unusual circumstances or as contemplated by the committee charters, only at the request of management.

In discharging their obligations, directors are entitled to rely on the honesty and integrity of the Company's senior executives and its outside advisors and auditors. The directors will also be entitled to be covered by reasonable directors' and officers' liability insurance purchased by the Company on their behalf; to the benefits of indemnification to the fullest extent permitted by law and by the Company's Amended and Restated Certificate of Incorporation, Bylaws, as amended, and any indemnification agreements; and to exculpation as provided by state law and the Company's Amended and Restated Certificate of Incorporation.

III. Chairperson of the Board

The Board of Directors shall elect a Chairperson of the Board at the organization meeting of the Board following each annual meeting of shareholders at which directors are elected. The Chairperson of the Board shall be a member of the Board of Directors and shall preside at the meetings of the Board and perform such other duties as may be prescribed by the Board of Directors.

IV. Board Committees

At all times, the Board shall have an Audit Committee, a Compensation and Human Resources Committee and a Corporate Governance and Nominating Committee. All of the members of these committees will be independent directors under the primary securities exchange on which the Company's securities are traded. Additionally, members of the Audit Committee will be independent under the rules of the U.S. Securities and Exchange Commission applicable to audit committee independence, including the requirements of Rule 10A-3 of the Securities Exchange Act of 1934, as amended. For Compensation and Human Resources Committee members, the Board will determine whether a director has a relationship to the Company which is material to that director's ability to be independent from management in connection with the duties of a Compensation and Human Resources Committee member. The Corporate Governance and Nominating Committee, shall recommend to the Board for its approval directors to serve as members of each committee and a chairperson for each committee, or a process for such selections. The Corporate Governance and Nominating Committee shall review and recommend committee slates annually and shall recommend additional committee members to fill vacancies, as needed.

{Clients/1057/4922-2213-0299-v2}

Each committee shall have its own charter, which will set forth the purposes and responsibilities of the respective committee, as well as committee structure, operations and reporting to the Board.

The Chairperson of each committee, in consultation with the committee members, will determine the frequency and length of the committee meetings consistent with any requirements set forth in the committee's charter. The Chairperson of each committee, in consultation with the members of the committee and management, will develop the committee's agenda.

The Board and each committee have the power to hire independent legal, financial, or other advisors, as they may deem necessary, without consulting with or obtaining the approval of any officer of the Company in advance.

The Board, from time to time, may establish or maintain additional committees as necessary or appropriate.

V. Director Access to Officers, Employees and Independent Advisors

Directors have full and free access to officers and employees of the Company. Any meetings or contacts that a director wishes to initiate may be arranged through the Chief Executive Officer or the Corporate Secretary or directly by the director. The directors will use their judgment to ensure that any such contact is not disruptive to the business operations of the Company and will, to the extent not inappropriate, copy the Chief Executive Officer on any written communications between a director and an officer or employee of the Company.

The Board, as appropriate in its judgment, will invite senior officers and senior management of the Company to attend Board meetings. If the Chief Executive Officer wishes to have Company personnel attend meetings on a regular basis or periodic basis, this suggestion should be brought to the Board for approval.

The main responsibility for providing assistance to the Board rests with the Company. The Board and its committees may seek legal or other expert advice from a source independent of management and shall be provided with resources for such purposes. Generally, this would be with the knowledge of the Chief Executive Officer, but this is not a condition to retaining such advisors.

VI. Director Compensation

The form and amount of director compensation will be recommended by the Compensation and Human Resources Committee in accordance with the policies and principles set forth in its charter and approved by the Board. The Compensation and Human Resources Committee shall conduct a periodic review, at least annually, of director compensation.

VII. Director Orientation and Continuing Education

At such time as a director joins the Board, the Board and the Chief Executive Officer will provide appropriate orientation for the new director, including arrangement of meetings with management. The Board considers it desirable that all directors participate in continuing education opportunities and will reimburse directors for reasonable expenses as appropriate.

{Clients/1057/4922-2213-0299-v2}

VIII. Director Resignation

Any nominee for election as a director who receives a greater number of votes "against" his or her election than votes "for" his or her election (a "Majority Against Vote") in an election of directors that is not a contested election is required to tender his or her resignation as a director to the Board of Directors promptly following the certification of the election results. For purposes of these Guidelines, a "contested" election is an election in which the number of nominees for director exceeds the number of directors to be elected. Abstentions and broker non-votes are not counted as votes "for" or "against" a nominee and will have no effect upon the outcome of the vote on the election of directors. The Corporate Governance and Nominating Committee will consider each resignation tendered under these Guidelines and recommend to the Board of Directors whether to accept or reject it. The Board of Directors will act on each tendered resignation, taking into account the Corporate Governance and Nominating Committee's recommendation, within 90 days following the certification of the election results. The Corporate Governance and Nominating Committee in making its recommendation, and the Board of Directors in making its decision, may consider any factors or other information that it considers appropriate, including the reasons (if any) given by shareholders as to why they abstained from voting, the qualifications of the tendering Director, and his or her contributions to the Board of Directors and the Company. The Board of Directors will promptly disclose publicly (1) its decision whether to accept or reject the director's tendered resignation and (2) if rejected by the Board, the Board's reasons for rejecting the tendered resignation.

Any director who tenders his or her resignation pursuant to these Guidelines will not participate in the Corporate Governance and Nominating Committee recommendation or Board of Directors deliberations regarding whether to accept or reject the tendered resignation. If, however, each member of the Corporate Governance and Nominating Committee received a Majority Against Vote in the same election, then the Board of Directors will appoint a committee comprised solely of independent directors who did not receive a Majority Against Vote in that election to consider each tendered resignation and recommend to the Board of Directors whether to accept or reject it.

If a director's tendered resignation is rejected by the Board of Directors, the director will continue to serve for the remainder of his or her term and until his or her successor is duly elected, or his or her earlier death or removal.

If a director's tendered resignation is accepted by the Board of Directors, then the Board of Directors may fill any resulting vacancy or may decrease the number of directors comprising the Board of Directors, in each case pursuant to the Company's Bylaws.

IX. Chief Executive Officer, Executive Officer and Executive Management Compensation and Management Succession

The Compensation and Human Resources Committee shall review, evaluate and determine (or recommend to the Board of Directors the compensation, employment agreements and severance agreements/arrangements, including any change of control and indemnification provisions, of the Chief Executive Officer and executive officers.

{Clients/1057/4922-2213-0299-v2}

The Compensation and Human Resources Committee shall review, evaluate and determine (or recommend to the Entire Board of Directors) the terms of employment and severance agreements/arrangements for executive management, including any change of control and indemnification provisions, and review and evaluate compensation for executive management.

The Compensation and Human Resources Committee, in conjunction with the Corporate Governance and Nominating Committee, shall review, evaluate and recommend succession planning and management development for executive officers, including the Chief Executive Officer.

X. Codes of Ethics; Other Guidelines and Policies

The Company has adopted and maintains a Code of Ethics, and other internal guidelines and policies applicable to all employees, officers and directors of the Company and its subsidiaries. The Code of Ethics and other guidelines and policies are designed to support the Company's mission statement and address several areas governing the Company's business operations, including compliance with law, conflicts of interest, confidentiality of information, respect for diversity, prohibition on harassment, protection and proper use of company assets and the reporting of any illegal or unethical behavior. The Company also maintains policies regarding trading of Company securities and restrictions on hedging and pledging of Company common stock, which are reviewed and monitored by the Company's Corporate Governance and Nominating Committee.

XI. Confidentiality

It is essential that all directors maintain absolute confidentiality regarding Board discussions and decisions. Violations of this confidentiality obligation may constitute grounds for the removal of a Board member for cause.

XII. Whistleblower Policy

The Company has adopted a Whistleblower Policy. Each director is expected to be familiar with and follow the Whistleblower Policy.

XIII. Annual Performance Evaluation

The Board will conduct an annual self-evaluation developed by the Corporate Governance and Nominating Committee to determine whether it and its committees are functioning effectively. The Corporate Governance and Nominating Committee will report annually to the Board with an assessment of the Board's and its committees' performance based on the results of the self-evaluation. The evaluations will be discussed with the full Board following the end of each fiscal year. The assessment will focus on the Board's contribution to the Company and on areas in which the Board or management believes that the Board could improve.

XIV. Disclosure of Guidelines

These Guidelines will be made available in accordance with applicable rules and regulations.

{Clients/1057/4922-2213-0299-v2}