

TOMPKINS FINANCIAL CORPORATION.

Executive Committee Charter

Membership:

The Executive Committee and its Chair are appointed by the Board of Directors. The majority of the Committee shall be made up of Independent Directors.

Duties and Responsibilities:

To assist the Board of Directors in fulfilling its oversight responsibilities. The Executive Committee's primary duties and responsibilities are to act, as necessary, on behalf of the Board pursuant to Tompkins Financial's bylaws.

Approved: April 2023