

ANNEX 1

Full List of Reportable Issues

We Champion People

At the core of our values lies a commitment to people; Our diverse, equitable and inclusive culture always puts customers first while prioritizing safety. Select this topic if you are concerned about any of the following:

- Unfair employment practices, such as preferential or unequal treatment, wrongful discipline or wrongful termination, and concerns related to working hours, working time or your schedule;
- Issues with your compensation or benefits;
- Allegations of harassment or discrimination;
- Claims of retaliation;
- Workplace violence;
- Alcohol or substance abuse, including the sale or distribution of drugs or alcohol;
- A possible conflict of interest;
- Violation of policies or procedures with respect to your health mental or physical, well-being or safety; or
- Other concerns or issues related to your employment.

We Strive for Excellence

We share an ambitious spirit, believe in pushing boundaries, and making meaningful contributions to the world while complying with all applicable laws and regulations everywhere we do business. The types of concerns you might report under this topic include:

- Use of Company assets or resources for inappropriate reasons or misuse of social media;
- Theft or embezzlement of company assets;
- Misappropriating proprietary or confidential information;
- Violation of confidentiality or data privacy or protection laws and policies;
- Concerns related to accurate business records, including falsification of company records;
- Suspected violations of Anti-Bribery laws;
- Inappropriate giving or accepting of gifts, entertainment or travel;
- Alleged violations of antitrust or fair competition practices;
- Violation of public procurement or state aid laws;
- Money laundering; and
- Violation of trade or export control laws including sanctions.

We Shape the Future

We remain on the cutting-edge by initiating environmentally conscious decisions, spurring creative solutions and cultivating a pioneering mindset. You may wish to report concerns here on the following topics:

- Issues or concerns related to immigration or child labor laws;
- Issues or concerns related to human rights violations, including human trafficking, slavery or forced labor;
- Environmental regulatory issues or concerns;
- Product issues, such as quality, safety or value;
- Concerns regarding tax evasion;
- Concerns regarding Insider Trading; and
- Violations of other International Laws and Regulations.