

## **Summary of Amendments to Associates Code of Ethics**

Following is a summary of recent amendments to our [Associates Code of Ethics](#) effective January 3, 2022:

- Expanded guidance on topics such as diversity and inclusion, discrimination and harassment, and workplace safety.
- Clarified and broaden certain definitions and provisions related to the company's policies on insider trading.
- Implemented technical, administrative and other non-substantive revisions were also made.

Notwithstanding these changes, the overriding ethical principles underling each provision of the prior Associates Code of Ethics remain substantively unchanged. The amendments to the Associates Code of Ethics did not result in any explicit or implicit waiver of any provision of the prior Associates Code of Ethics.