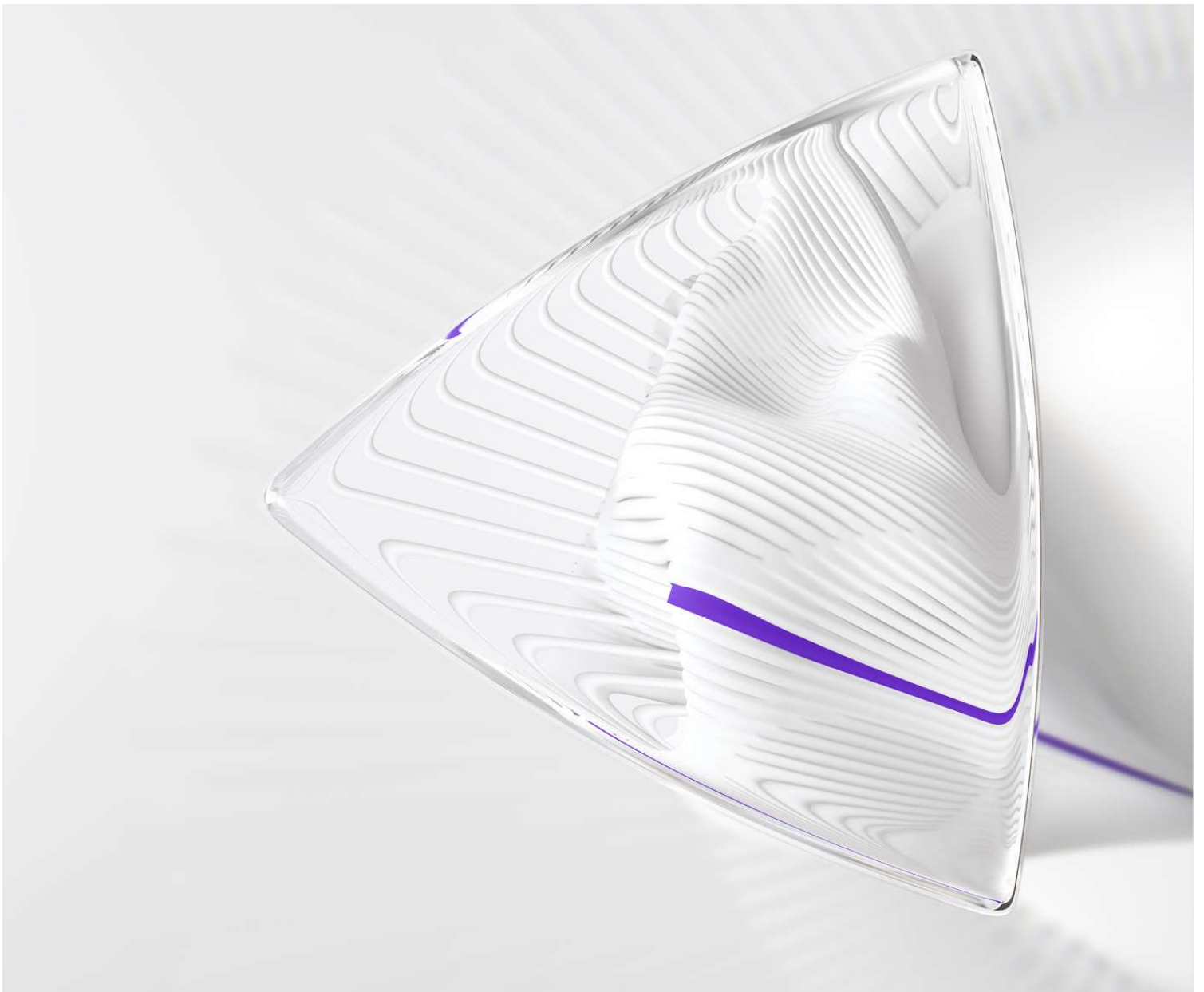


Board of Directors Diversity, Equity and Inclusion Policy



Board Composition

Our Board believes strongly in the value of an independent and diverse board of directors to provide effective oversight of management and that its membership should be composed of highly qualified directors who demonstrate a diversity of perspectives and backgrounds, with the integrity and suitability for overseeing the management of our company and its global footprint. Our Nominating, Governance & Sustainability Committee (the “NGSC”), together with the full Board, is responsible for establishing criteria and evaluating the qualifications of persons who may be considered for service on our Board. The NGSC is charged with reviewing the qualifications of potential Director candidates and making recommendations to the whole Board. The NGSC also considers all shareholder recommendations for director candidates, who are evaluated in the same manner as candidates suggested by other sources.

The following describes our Director selection considerations and process:

- Factors considered by the NGSC and the Board in the review of potential Director candidates include professional experience and familiarity with the geographic regions where we do business, independence, integrity, demonstrated sound business judgment, risk management experience, the ability to devote sufficient time to Board and Committee work, and the competencies and skills possessed by the Board, as a whole;
- The NGSC and the Board prioritize diversity of experiences, technical skills, attributes and perspectives on the board to support the current and long-term needs of the company within the context of the current Board structure and overall mix of skills, perspectives and experience;
- The NGSC and the Board engage in a search process to identify qualified director candidates, which process may include the use of an independent search firm, and assesses candidates’ skills, experience and background and their alignment with the company’s portfolio and strategy;
- Qualified director candidates are typically interviewed by the Chairman and CEO, the NGSC Chair and other members of the NGSC and the Board, as well as management, as necessary;
- After determining that the director candidate meets the priorities established by the NGSC and the Board and will serve in the best interests of the company and its shareholders, the NGSC recommends, and the full Board approves director candidates for appointment to the Board upon election by shareholders;
- The shareholders consider the nominees and elect directors by majority vote.

Board Diversity

Diversity is an integral part of our principles of corporate governance and the Board believes that its membership should be composed of highly qualified directors from diverse backgrounds, who reflect the qualities enumerated above. As such, the NGSC actively considers diversity (including gender, age, ethnicity and geographic background) in the recruitment and nomination of directors. The current composition of our Board reflects those efforts and the importance of diversity to the Board.

This policy was last updated: July 2021