

CORPORATE TAX POLICY

Corporate Tax Policy Effective Date: June 28, 2022 Policy Owner: Corporate Tax Department
Geographic Scope: Global Site Scope: All Sites New [X] or Amended []:

A. Purpose of the Policy The primary aim of this policy is to increase transparency for our stakeholders by elucidating the Company's approach to matters related to tax policies.

B. Scope This policy is applicable to all personnel, including employees, interns / co-ops, and third parties who fall under the jurisdiction of the Company.

C. Tax Governance and Adherence The Company acknowledges the importance of adhering to local tax regulations on a global scale, while simultaneously optimizing tax efficiency. Our execution of tax compliance and reporting obligations across the jurisdictions in which the Company operates strictly adheres to relevant laws, regulations, and rules. Upholding these responsibilities and commitments is of paramount significance for the Company.

Taxation serves as one of the mechanisms through which the Company contributes to the global society. The management of tax-related concerns falls under the direct purview of the Company's Global Tax Group, which reports to the CFO. The identification of tax-related risks, formulation of solutions, and subsequent determinations are presented to senior leadership. These matters are subjected to regular review by the Company's Audit Committee and/or the Board of Directors. The Company's internal framework for tax governance ensures the continual observance of rules, procedures, and best practices throughout the organization.

D. Tax Planning and Risk Management The Company is firmly committed to meeting all pertinent tax obligations within the jurisdictions where it conducts business. Our tax planning strategies are designed to align with business objectives while also conforming to local tax prerequisites. Our intercompany transactions adhere to the arm's length principle and are consistent with the transfer pricing guidelines established by the OECD and the applicable U.S. Treasury Regulations.

In scenarios where tax matters are intricate or uncertain, the Company may seek expert advice and/or engage in direct interactions with tax authorities.

The Company strictly refrains from participating in tax avoidance practices, does not utilize tax havens, and ensures that its tax planning strategies are rooted in genuine business motives.

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E. Responsible Party The Vice President, Global Tax, bears the responsibility for overseeing and revising this Policy.

F. Document Change History and Revision Control All modifications and changes made to this document are meticulously recorded in the table provided below.

It is essential to accurately document and reflect any alterations, updates, revisions, or comments in this table.

Version	Sections Revised	Description of Revisions	Changed by	Date
New	New	New	June 2021	

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