

Policy Statement on Political Contributions

POL.22

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POLICY STATEMENT ON POLITICAL CONTRIBUTIONS

We commit to being non-partisan and if we have to engage with a political institution, to treat political parties equally without expectation of benefit. We adhere to the following principles:

- We generally do not contribute to political parties.
- We do not use or allocate company resources to support political activities.
- We approach political parties with truthfulness, honesty, and impartiality.
- We do not offer or make in-kind contributions, such as participation in political campaigns during paid working hours or use of company facilities, without board approval.
- We do not use company resources to make donations to or support any political party or candidate.
- We prohibit propaganda, demonstrations, and similar activities
- We do not allow employees to engage in political activities during working hours.
- We respect employees' rights to participate in political events individually, provided they are not representing the Company.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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