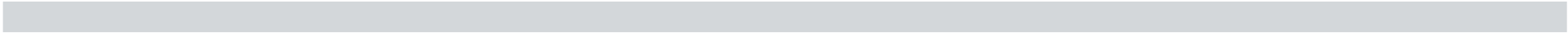


WORLD ECONOMIC FORUM (WEF) CORE STAKEHOLDER CAPITALISM METRICS CONTENT INDEX

PILLAR 1 – PRINCIPLES OF GOVERNANCE

TOPIC	METRIC	RESPONSE
Setting Purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Our corporate purpose is to Empower People to Change the World. 2021 ESG Impact Report; Letter to Our Stakeholders and Friends (Page 3) 2021 ESG Impact Report; Our Approach (Page 10) See also: • GRI Content Index; GRI 102-16 • Our Purpose & Values
Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual; other significant positions and commitments, and the nature of the commitments; gender; membership of	



TOPIC	METRIC	RESPONSE
Training provided (#, \$):	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	Omitted due to unavailability of comprehensive information at this time. Our employees have a wide variety of training opportunities _____ _____ _____ _____ _____