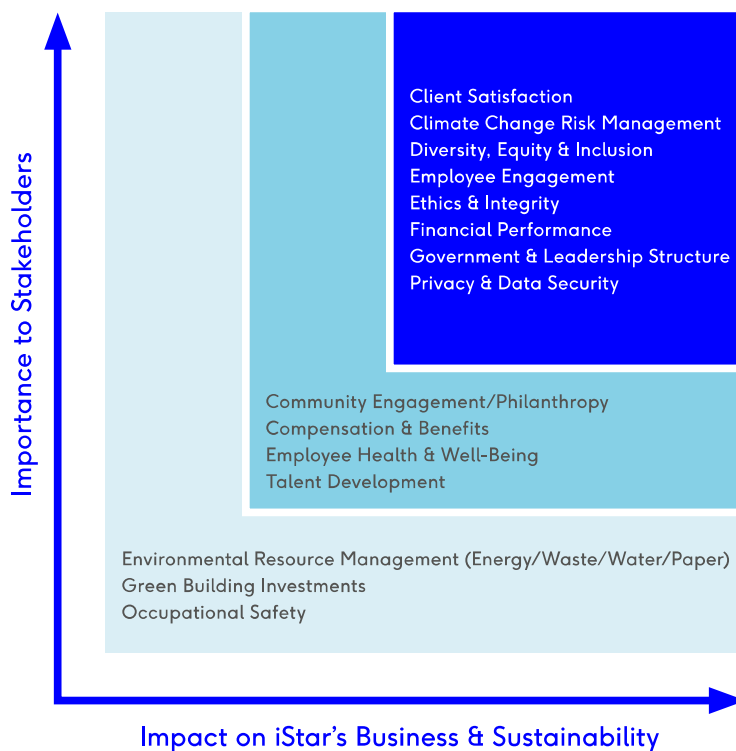


# Our Material Topics

In 2020, we undertook a materiality assessment to help us identify the environmental, social and governance issues that are most critical to our business and stakeholders. Each of the 15 topics included have been deemed priorities, while the indicated tiers help us decide how to focus our resources on a relative basis, in alignment with the nature of our business. We intend to update our assessment periodically.

Our materiality assessment was developed through interviews with internal and external stakeholders—primarily investors and employees. We consider our customers and communities to be important stakeholders as well and plan to increasingly seek their input for future iterations.

## 2021 Materiality Matrix



- Critical strategic interest; actively managed as key organizational priority
  - Frequent interaction with external stakeholders, primarily investors and employees
- Actively managed by dedicated internal stakeholders
  - Periodic interaction with external stakeholders
- Managed by specific appointed internal stakeholders
  - Interaction with external stakeholders as needed

MATERIALITY

