



Ethics and Compliance Hotline Disclosure

During 2021, there were 63 reports received through the Ethics and Compliance Hotline: 49 related to Human Resources, 7 related to Operations and Safety, and 4 related to Fraud and 3 related to Other.

During the first 3 quarters of 2022, there were 62 reports received through the Hotline: 51 related to Human Resources, 0 related to Operations and Safety, 1 related to Fraud, and 10 related to Other.

All reports received are investigated and appropriate action is taken. Actions taken include, but are not limited to: additional training, coaching, and/or disciplinary actions up to and including termination.