

## CA Transparency in Supply Chains Act and UK Modern Slavery Act Required Disclosure

Through our standard terms and conditions of purchase, we require our suppliers to comply with our Code of Business Conduct and all applicable laws, and not to engage in or support the use of child labor or forced or involuntary labor.

We have also implemented our Global Anti-Human Trafficking Policy which applies to our own operations as well as those of our suppliers and subcontractors. We strive to continuously improve our efforts in this area, and from time to time will communicate our progress.

Under the California Transparency in Supply Chains Act of 2010 and UK Modern Slavery Act 2015, we make the following disclosures:

Verification: We expect our suppliers and subcontractors to comply with applicable laws and our policy prohibiting the use of child labor or forced or involuntary labor. Through our terms and conditions of purchase, which require our suppliers and subcontractors to comply with our Code of Business Conduct and our Global Anti-Human Trafficking Policy, our suppliers and subcontractors and their agents shall not engage in any trafficking-related activities and shall take action to remedy and report any such trafficking-related activities. In addition, we require all new suppliers to complete an onboarding self-assessment with respect to various environmental, social and governance areas. Beyond that, we do not currently engage in routine verification of product supply chains to evaluate and address the risks of human trafficking and slavery in the supply chains.

Audits: We do not currently conduct routine audits of suppliers to evaluate their compliance with company standards for human trafficking and slavery in supply chains; however, through our terms and conditions of purchase we reserve the right to conduct audits of our suppliers' compliance with such terms and conditions, including compliance with our Code of Business Conduct and Global Anti-Human Trafficking Policy.

Certification: Under our terms and conditions of purchase neither suppliers, subcontractors, nor agents shall engage in any trafficking-related activities, and they shall take action to remedy and report any such trafficking-related activities. We also require new suppliers and subcontractors to certify conformance with our Supplier ESG Standards, which include a commitment to respect human rights and to strive to eliminate forced labor (including modern slavery and human trafficking) and child labor. Beyond that, we do not currently require our suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which these suppliers are doing business.

Accountability: Under our Global Anti-Human Trafficking Policy we maintain internal accountability standards and procedures to address employees, contractors or suppliers who fail to meet company standards regarding slavery and human trafficking.

Training: We publish our relevant policies prominently on our website, and from time to time make our employees aware of such policies.

ADOPTED: April 16, 2025