

Notice of Amendment

On September 9, 2026, the Board of Directors, upon recommendation of the Corporate Governance and Directors Nominating Committee, approved an amended Code of Business Conduct and Ethics (“Code”). The amendments include substantive content enhancements, together with non-substantive wording, cross-reference, and design updates. Changes to the Code include, but are not limited to:

Content Enhancements

- New Code sections addressing the responsible use of artificial intelligence and product safety and quality.
- Enhanced Speak Up, whistleblower-protection, and non-retaliation guidance, including clarification that protections apply to good-faith internal and governmental reporting.
- Expanded workplace guidance concerning mental health and wellbeing, along with additional cybersecurity and data-privacy expectations.
- Additional and updated guidance concerning prediction markets, trade compliance, and human rights and forced-labor risks in the supply chain.
- A refreshed message from the Chief Executive Officer and a new “Closing Thoughts” message reinforcing integrity, ethical decision-making, and the importance of speaking up

Other Updates

Clarifying revisions to wording and the conflicts-of-interest graphic; updated policy names, references, and links; updated employee stories, quotes, and images; formatting and design enhancements; and other non-substantive corrections and improvements

This summary of the Code amendments is qualified in its entirety by reference to the full text of the Code.