

Global Tax Policy

Established March 31, 2019

The five principles

- We will pay the right amount of tax in order to maximize shareholder value
- We will comply with all relevant laws and regulations in the countries in which we operate
- We will use available tax incentives for their intended purpose, however, we will not engage in aggressive tax avoidance schemes or make use of tax havens for the sole purpose of tax avoidance
- We will mitigate tax related risks such as those related to transfer pricing
- We will maintain constructive relationships with tax authorities which are based on mutual trust and transparency