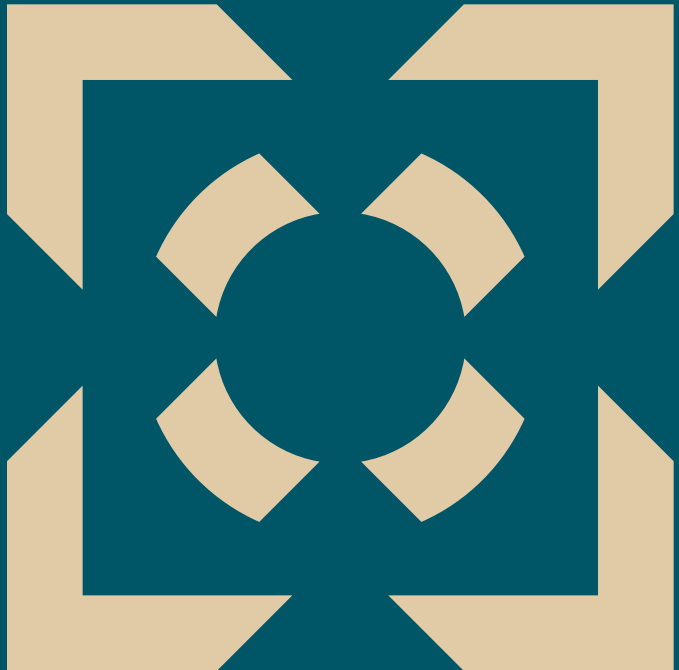


# We Go Beyond



# Our Values

These values articulate our commitment to an inclusive, outcome-driven, and positive work environment, and facilitate a “becoming” culture and spirit. They serve as guides to our decision-making within the company.

## Be You

We celebrate our differences, respecting and welcoming our colleagues with unique and diverse opinions and ideas. No matter your background, your perspective, your experiences, your identity, we want you to be authentically you.

## Know Your Numbers

We are laser-focused on using data to drive innovation and decisions to achieve our company strategy and objectives, and key results. We spend company resources thoughtfully and creatively to facilitate sustainable, profitable market share growth.

## Do Good

We do good for our customers, our partners, our employees, our shareholders, and our communities. Our values, leadership principles, and qualities guide how we do good business.

# Our Qualities

These qualities are what we look for, measure, and build in ourselves and colleagues so that we become effective and valuable contributors and further our professional development.

**1 Accountable & Reliable**  
We own our actions and deliver on our commitments.

**2 Becoming**  
We seek to continuously improve ourselves, our teams, and the company.

**3 Collaborative**  
We work together to achieve common goals of the company.

**4 Communicative**  
We clearly and effectively convey our intent.

**5 Decisive**  
We make decisions and own them.

**6 Empowering & Coaching**  
We entrust, mentor, and provide actionable feedback and full support.

**7 Inspirational**  
We listen, motivate, and work together to achieve a common goal.

**8 Problem Solving**  
We synthesize information to formulate a plan and achieve a solution.

**9 Productive & Outcome-driven**  
We show consistency in taking initiative and achieving goals.

**10 Strategic & Innovative**  
We develop, iterate, and drive strategy, and objectives & key results.

# Our Leadership Principles

These principles guide our interactions with colleagues, creating a psychologically safe environment for productive and collaborative exchanges for improved outcomes.

## Open & Active Discussion

We share our perspectives and ideas with one another forthrightly and respectfully, believing that motivations are meant to be in the best interests of the company.

## Challenge Ideas, Not People

We question the subject matter, not the character of our colleagues, and do so in a respectful and collaborative way to achieve company goals.

## Actively Listen to Understand

We provide our undivided attention and consider others' perspectives and ideas with an open mind.