

Quick Reference Guide:

A Guide to Our Code of Conduct



This guide, while not a substitute for our Code of Conduct, serves as a helpful resource when compliance concerns or ethics issues arise in the workplace. For details, refer to our Code.

We Are Upstanding

Our Purpose

To enrich the lives of those who produce and those who consume, ensuring progress for generations to come.

We Follow Our Values

Our Values are at our core. They tell us who we are and what we stand for. They are the fundamental beliefs that drive our decisions and help shape our culture. Our success depends on all employees embracing and living Our Values at all times.

 **Enrich Lives** We commit to enhancing lives and the land. As leaders, we pursue a purpose which goes beyond our immediate interests to benefit society.

 **Stand Tall** We are leaders who act boldly. We accept the challenges that confront our industry as our own and will step up to ensure that agriculture progresses and thrives.

 **Be Curious** We innovate relentlessly. We accelerate our pace of innovation to create solutions that will deliver abundant high-quality food, now and for the future.

 **Build Together** We grow by working together. We must embrace diversity and collaboration in order to build one company and reach out across the food system, creating shared value.

 **Be Upstanding** We always do what's right, maintaining high ethical standards and conducting business safely and transparently.

 **Live Safely** We embrace safety and the environment in all we do.

How to Be Upstanding (Making Ethical Decisions)

Our Values Guide Our Choices

Our Values guide our decision-making and behaviors. Ask the following questions to help you navigate difficult situations.

What are my responsibilities in this situation?

What Values may be affected by this decision?

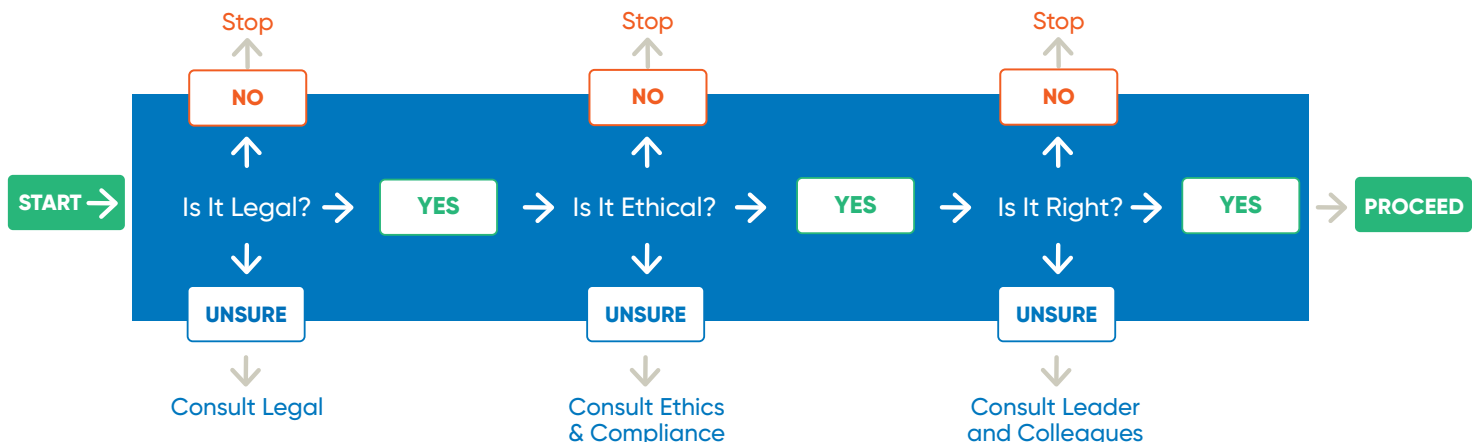
How does our Code of Conduct apply?

Do I have legal responsibilities that I must consider?

Who/what will be affected by this decision?

- Customers?
- Shareholders?
- Colleagues?
- Business partners?
- Local communities?
- Government officials?
- Competitors?
- Me, my family or relatives?
- Land, environment?

Once you have thought through your responsibilities and the consequences of each decision, you can take the following steps to help you resolve the issue.



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Speaking Up and Seeking Help

Always Speak Up

It is our responsibility to speak up and seek help. This means saying something when we see questionable or unethical behavior, or have a question about a policy.

An ethical workplace is built on ethical workers. This means we are willing to raise questionable behavior and hold each other accountable to Our Values. Upstanding conduct is a team effort.

Asking Questions and Getting Help

If an employee has an ethical concern or question, the employee's leader is the first and best resource. There may be times when our leader is not available, or we are not comfortable discussing the matter with them. The following resources are also available:

- Another leader
- Ethics and Compliance Officer
- Legal
- Finance
- Human Resources

Anonymity and Confidentiality

We treat all reports of ethical concerns as confidential. This includes contacts to the Hotline.

Employees may ask to remain anonymous when filing an ethical report. Ethical concerns involving criminal or illegal activity may be reported to the appropriate authorities.

Zero Tolerance for Retaliation

We can only maintain Our Values if we feel safe speaking up. We do not tolerate retaliation against anyone who in good faith reports suspected misconduct or assists with an investigation. Retaliation is a violation of our Code and will be subject to disciplinary action, up to and including termination of employment. In some cases, retaliation can result in civil and/or criminal penalties.

Corteva Agriscience™ Global Hotline:

<https://corteva.caseiq.app/portal>

