

## Dow Jones Sustainability Index Member Logo Guidelines

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For and on behalf of the Company you do herewith confirm to RobecoSAM as well as S&P Dow Jones Indices LLC (“SPDJI”) your agreement to comply with the Dow Jones Sustainability Index Member Logo Guidelines (“Guidelines”) concerning the use of the Dow Jones Sustainability Index Member Logo (“Member Logo”) as set forth herein. Provided that Company is/will be included in the Dow Jones Sustainability Index family and subject to execution and compliance with these Guidelines, Company has/will have the non-exclusive and revocable right to display the applicable Member Logo in materials Company produces only for so long as Company remains included in the Dow Jones Sustainability Index family. If Company is removed from the Index family for any reason, Company shall immediately remove all references in its promotional materials and all other materials which state that Company is a member of the Dow Jones Sustainability Index family and shall immediately cease any and all use of the Member Logo.

Dow Jones Sustainability Index Member Logo Guidelines:

- 1) Company shall reproduce the Member Logo from authorized artwork or files received from RobecoSAM or SPDJI.
- 2) The Member Logo may be used in Company’s internal and external communications, but may not be used in conjunction with advertising for a specific product or service.
- 3) A Company’s affiliates, such as its subsidiaries, may not use the Member Logo unless specific reference is made that the Member Logo refers to the index membership of the respective parent company.
- 4) Company shall maintain clear space between other logos, symbols, signatures, or copy.
- 5) Company shall not alter or modify the authorized artwork, including color specifications, clear space, position, cropping, or resizing the original proportion.
- 6) Company shall not place the Member Logo on a textured or heavily patterned background.
- 7) Company shall not use the Member Logo as part of a headline or other copy treatment.
- 8) Company shall not use the Member Logo in a containment graphic.
- 9) Company acknowledges and agrees that RobecoSAM or SPDJI reserve the right to revoke permission to use a Member Logo if RobecoSAM or SPDJI determine that Company’s use of the Member Logo is not an appropriate use related to or consistent with Company’s inclusion as a Dow Jones Sustainability Index family constituent company.
- 10) If Company elects to use the Member Logo, Company agrees to assume any risk that Company may, at any time, be removed as a constituent of the relevant Dow Jones Sustainability Index. Any such removal shall be within the sole discretion of RobecoSAM and SPDJI at all times.
- 11) Company acknowledges and agrees that (i) the Member Logo and the marks “Dow Jones” and “Dow Jones Sustainability Index” are and shall remain the exclusive property and part of the business and goodwill of SPDJI, RobecoSAM, their affiliates and/or licensors and nothing set forth herein shall transfer any interest in such property to Company; (ii) Standard & Poor’s® and S&P® are registered trademarks of Standard & Poor’s Financial Services LLC, Dow Jones® is a registered trademark of Dow Jones Trademark Holdings LLC and RobecoSAM® is a registered trademark of

Robeco Holding B.V.; (iii) inclusion of a company within a Dow Jones Sustainability Index is not a recommendation to buy, sell, or hold such company, nor is it investment advice and (iv) SPDJI and RobecoSAM make no representation or warranty, and expressly disclaim any warranty, express or implied, and shall have no liability for any errors, omissions or interruptions of the Dow Jones Sustainability Indexes or the data related thereto.