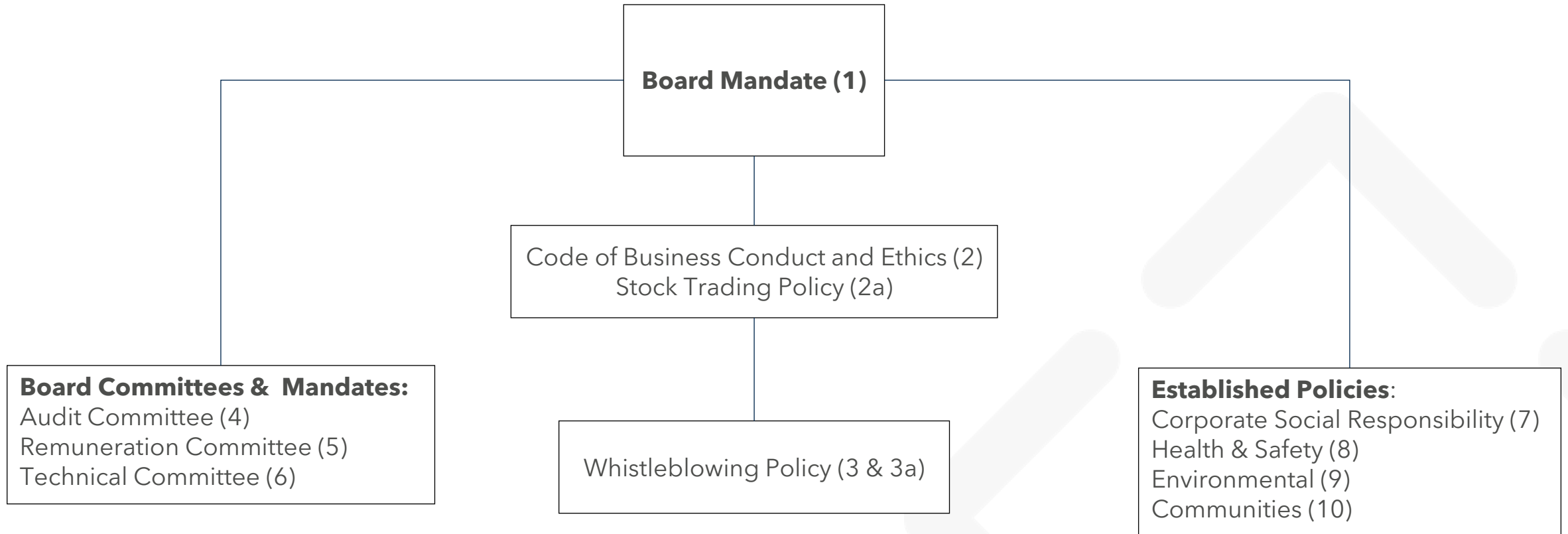


> POLICY FRAMEWORK



Approved by the Board of Directors on September 22, 2023