

## ETHICSPPOINT VALUES & ATTRIBUTES

| CORE VALUES    | DEFINITION  |
|----------------|---|
| Authenticity   | We believe character and competence are key to our success. Our actions create trust and transparency.  |
| Respect        | We care about the experience people have. We believe differences strengthen our thinking and appreciation of each other. Respect of others is simply non-negotiable.  |
| Commitment     | We love what we do. We understand that commitment goes beyond ourselves and includes investing in the success of others.  |
| Accountability | We own our experience and are accountable for the actions we take. We hold each other accountable not just for the results we commit to, but the experience we desire people to have.                                 |
| Humility       | As stewards of our business, we challenge ourselves to learn from what we did today in order to be better tomorrow. We understand the importance of building trust and setting the standard for others to learn from. |

| TEAM ATTRIBUTES |  |
|-----------------|--|
| Communication   | What, when, and how we share our message matters. We believe communication creates collaboration and strengthens our team's effectiveness. |
| Innovation      | We are only limited by what we allow ourselves to be. We will always strive to deliver leading solutions from products to processes.       |
| Customer Focus  | We are a trusted partner and add value with each engagement. We understand our customer's business and the solutions they need.            |

| LEADERSHIP ATTRIBUTES |   |
|-----------------------|---|
| Vision                | We evolve a shared vision for what is possible at EP. We know how to translate this vision into measurable action so our teams can achieve extraordinary results. We believe ideas, change, and determination create opportunity. |
| Coaching              | We believe every role at EP matters. We understand when and how to walk with our teams; how to extend grace when a mistake is made, and ensure credit due is credit given.  |
| Decision Making       | We are diligent and inclusive in the development of our thinking. We are prepared to share how we got from there to here, and we always balance what's best for our clients and our people.                                       |