

### **Limited Waiver of the Code of Business Conduct**

On January 5, 2023, the Company's Audit Committee granted a waiver of the prohibition on employment of relatives of certain of the Company's officers set forth in the Company's Code of Business Conduct for Mr. Joseph Wilson, the Company's Executive Vice President and Chief Operating Officer, as it relates to the continued employment of Mr. Wilson's brother-in-law. Mr. Wilson's relative does not report directly or indirectly to Mr. Wilson and is not an officer of the Company.