

## What to expect when you report a concern



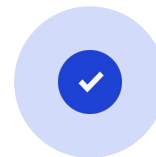
### Investigation team assigned

An investigation team is assigned to review your report and may consist of team members from Legal & Compliance, People, Security, or external parties.



### Information gathered confidentially

The investigation team will gather relevant information and may interview individuals. Your identity will be kept confidential to the fullest extent possible, and the team will make every effort to address your concern discreetly and thoroughly. If you submit your report anonymously through the Integrity Line, please keep your report number and check back to see if there are any follow up questions from the investigation team.



### Investigation concluded

If the investigation team determines that a violation of company policy has occurred, appropriate action will be taken. Because investigation results are confidential, you may not know if (or what) disciplinary action was taken as a result of your report. Even though you may not know the results, all reported concerns are fully investigated and appropriate actions are taken.

---

### We do not tolerate retaliation

Modern Health prohibits retaliation against anyone for raising a concern in good faith or who participates in a review of a reported concern. This policy is reinforced with everyone involved. If you think you or someone else is experiencing retaliation, please report it.