



Corporate Compliance Hotline

The Company is committed to reporting financial information accurately and completely, and to maintaining appropriate internal controls and processes to ensure that the Company's accounting and financial reporting complies with applicable professional and legal standards and Company policies, including: (i) the Code of Conduct and Ethics for Directors, Officers and Employees; and (ii) the Code of Ethics for Senior Executive and Financial Officers, which are available on the Company's website at www.mpsgroup.com/corporate-governance (collectively, the "Standards").

All employees of the Company should ensure prompt and consistent reporting of actual and suspected violations of the Standards as further explained below. Because it may not always be clear whether a violation has occurred, employees are strongly encouraged to raise any questions or concerns they may have regarding potential violations with their immediate manager, department or regional manager, or business unit leader. Employees may also contact the Human Resources or Legal Department about suspected fraudulent behavior that may violate the Standards.

Reporting Code Violations

If any director, officer or employee has concerns regarding business conduct related to the Company's accounting, internal accounting controls, auditing matters or other violations of the Standards, they should be brought to the attention of the appropriate management personnel using the following procedures:

1. Discuss any concerns of possible violations of the Standards or fraudulent business activity with your immediate manager who will investigate and report any such matters accordingly. If your concerns involve your immediate manager, please follow the next procedure.
2. If your concerns involve your immediate manager, you should discuss these directly with your department or business unit leader who will make every effort to investigate and resolve any such matters. If your concerns involve your department or business unit leader, or if you feel that your concerns have not been addressed, please contact the Company's Legal or Human Resources Department.
3. If you believe any concerns are too sensitive to be handled by your manager, department or business unit leader, the Human Resources or Legal Department, or if you are not satisfied with the resolution of your concerns, we encourage you to call our Corporate Compliance Hotline at 888-475-8376 (or

704-943-0135 outside of the United States). The Company will not condone any retaliation or reprisal against any person for making, supporting or participating in any report of suspected fraud or behavior that may violate the the Standards. Any false reporting, however, when done knowingly or recklessly will not be tolerated and may result in disciplinary action. This Hotline is operated and staffed by an independent company that provides a reporting service for the Company. All reports to the Company regarding problems or concerns will be kept confidential to the extent reasonably possible, and, if desired, reports can be made anonymously. You may contact the Hotline 24 hours a day, 7 days a week.

Non-Retaliation

You may report actual or suspected violations of the Standards without fear of retaliation, and if appropriate or required by applicable laws, rules or regulations, your identity will be kept confidential to the extent reasonably possible.

The Company will not allow retaliation for reports of misconduct made in good faith by directors, officers and other employees. Any form of retaliation or adverse action against any employee for reporting a suspected violation of the Standards, or for assisting in a compliance investigation will not be tolerated and is a violation of the Company's policy.

Accountability

All reported violations and suspected violations will be promptly and thoroughly investigated and treated confidentially to the extent reasonably possible. The Company intends to make every reasonable effort to prevent the occurrence of conduct not in compliance with the Standards and to halt any such conduct that may occur as soon as reasonably practicable after its discovery.