

A photograph of a woman and a young girl in a sunflower field. The woman, on the left, has her hair in a bun and wears a decorative headband and a necklace. She is looking towards the girl. The girl, on the right, has her hair in braids and is looking up at a sunflower that the woman is holding up for her. The background is a field of sunflowers under a bright sky.

We Are Upstanding:
Our Code of Conduct

A Note from Chuck Magro



Colleagues,

Success is built by people who are bound together by an extraordinary culture.

At the center of that culture is our purpose, rooted in our values—one of which challenges us to Be Upstanding. That means we must run the organization ethically and transparently, no matter what demands are placed upon us. Our customers and stakeholders expect nothing less—and that is what we should expect of each other.

Each one of us is accountable for our own ethical behavior. The Corteva Agriscience Code of Conduct provides guidance to help us do just that. It is not a list of rules, but a practical resource that gives us a blueprint to conduct business while adhering to the highest ethical standards.

If you ever have questions, raise them with your leader. We encourage curiosity, conversation and diversity of thought as we adapt to the changing world around us.

When it comes to doing business, it's not just about what we do – it's about how we do it. Our commitment to Be Upstanding is critical to sustaining our culture and successfully navigating the journey ahead of us.

—Chuck Magro

Chief Executive Officer, Corteva Agriscience

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We Are Upstanding

Our Purpose

To enrich the lives of those who produce and those who consume, ensuring progress for generations to come.

We Follow Our Values

Our Values are at our core. They tell us who we are and what we stand for. They are the fundamental beliefs that drive our decisions and help shape our culture. Our success depends on all employees embracing and living our Values at all times.

Our Values are:

- Enrich lives** We commit to enhancing lives and the land. As leaders, we pursue a purpose which goes beyond our immediate interests to benefit society.
- Stand tall** We are leaders who act boldly. We accept the challenges that confront our industry as our own and will step up to ensure that agriculture progresses and thrives.
- Be curious** We innovate relentlessly. We accelerate our pace of innovation to create solutions that will deliver abundant high-quality food, now and for the future.
- Build together** We grow by working together. We must embrace diversity and collaboration in order to build one company and reach out across the food system, creating shared value.
- Be upstanding** We always do what's right, maintaining high ethical standards and conducting business safely and transparently.
- Live safely** We embrace safety and the environment in all we do.



Our Values Sustain Us

When we live by our Values, we are more focused and more productive. They align us toward a common purpose and build cohesion and consistency as an organization. They give us a basis for collaboration and cooperation. They guide us and provide us with a vision for the future.

Our Code of Conduct

Our Code Is a Practical Document

Our Code is not a list of rules. It is a practical resource that provides a blueprint for ethical decisions and actions. By reading and understanding our Code, we learn how to act in accordance with our Values—even when we are faced with difficult situations. Our Code helps us protect our business, create and sustain a strong company culture, and ensure our success.

It is important to remember that our Code of Conduct itself is incapable of action and is not responsible for these outcomes; we are.

How to Use Our Code of Conduct

Our Code is divided into sections to guide us on how to Be Upstanding.

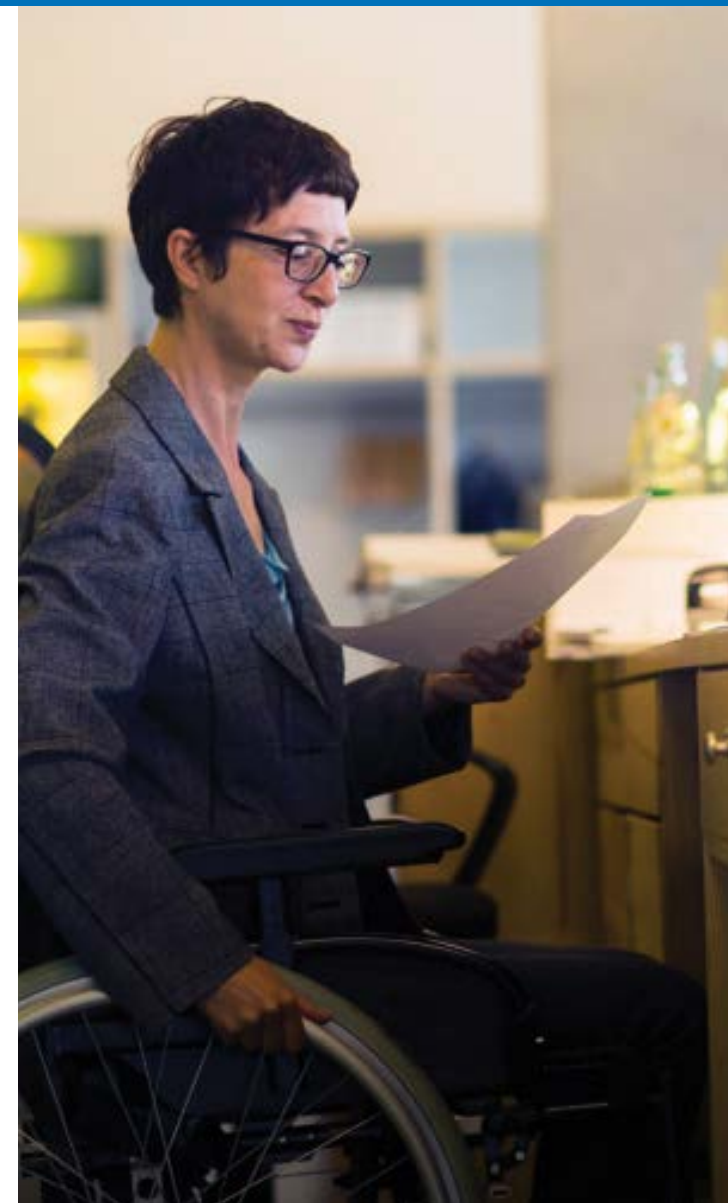
Our Code also provides resources for asking questions or reporting ethical concerns.

All employees are expected to:

- Read our Code thoroughly, understand its contents, and consult it often.
- Understand how our Code relates to our own work.
- Understand our responsibilities, as described in our Code.
- Ask questions if we are unsure of our responsibilities.
- Know how to report ethical concerns and understand the importance of doing so.

Scope

Our Code of Conduct is applicable to all Corteva Agriscience employees, no matter where located. This includes our employees working in joint ventures.





Everyone's Responsibilities

We are all accountable for upholding our Values. We must be ethical and transparent in our business dealings and treat our colleagues, customers, and business partners with fairness and respect. We must Be Upstanding. In order to fulfill our responsibilities, we:

- Uphold our Values in everyday business activities.
- Understand and embrace our Code, including company policies and procedures.
- Comply with all applicable laws, regulations and company policies in the countries where we work.
- Bring up questions or concerns as discussed in **Speaking Up and Seeking Help**.
- Report suspected violations of the law, our Code, or other company policies and procedures, as discussed in **Speaking Up and Seeking Help**.
- Cooperate with investigations of misconduct.

Expectations of Leaders

While we are all responsible for upholding our Values, employees often look to those in leadership roles to model and guide ethical behavior. Leaders have a profound effect on the ethical culture of an organization, and the safety and welfare of those they lead. As a result, these positions come with additional responsibilities.

Leaders have responsibilities to:

- Model the highest ethical behavior.
- Communicate regularly and clearly with employees about how they can support our Values.
- Treat all employees fairly.
- Assure employees that they can ask questions or raise ethics concerns without fear of retaliation.
- Appropriately manage any employee report of suspected misconduct.
- When an employee raises a question or concern that may be difficult for the leader to resolve, follow the guidelines in **Speaking Up and Seeking Help**.

How to Be Upstanding (Making Ethical Decisions)

Our Values Guide Our Choices

Our Values guide our decision-making and behaviors. Asking the following questions can help us think through issues and arrive at better decisions.

What are my responsibilities in this situation?

What Values may be affected by this decision?

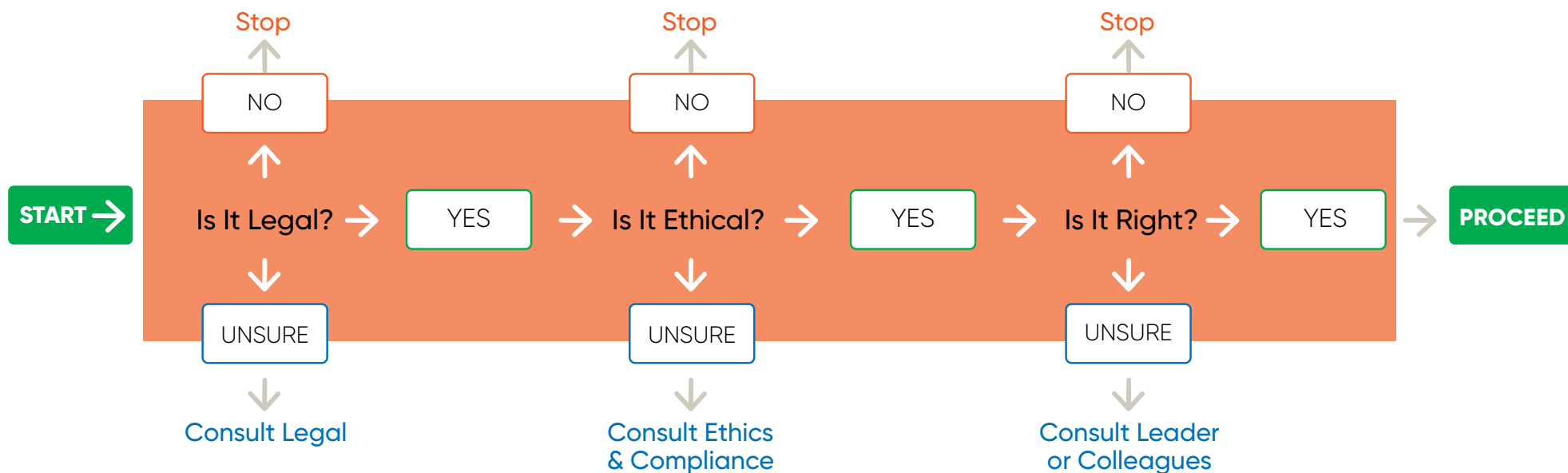
How does our Code of Conduct apply?

Do I have legal responsibilities that I must consider?

Who/what will be affected by this decision?

- Customers?
- Shareholders?
- Colleagues?
- Business partners?
- Local communities?
- Government officials?
- Competitors?
- Me, my family or relatives?
- Land, environment?

Once you have thought through your responsibilities and the consequences of each decision, you can take the following steps to help you resolve the issue.



We Are Upstanding with Each Other



We Foster a Respectful Workplace

At Corteva Agriscience, we grow by working with others. We work together best when we treat everyone with dignity and respect, creating a work environment that is positive, productive, and free from unprofessional behavior.

How We Stay Upstanding

To foster a respectful workplace, we:

- Avoid saying or doing things that others may find offensive or unwelcomed.
- Speak up if we witness harassing, offensive, or violent conduct.
- Treat each other with dignity, respect, decency, and fairness.
- Value each of our colleagues' contributions.
- Promote a supportive and open community.

Harassment and Disrespectful Behavior

Harassment and other disrespectful behavior can include:

- **What we say or write** (in person or electronic communication, including social media): racial, ethnic, religious, or gender-based slurs, derogatory comments, jokes, gossip, stereotypes, or using threatening, loud, vulgar or abusive language, gestures, or sounds.
- **What we do:** unwelcomed physical contact, sexual advances, offering job benefits in exchange for sexual favors, or inappropriate use of Corteva Agriscience computers and communication systems.
- **What we display:** placing pornographic or sexually suggestive photos or offensive slogans, posters, cartoons or images in, or on, Corteva Agriscience property.

We Promote Equal Opportunity

We are committed to growing a workforce based on merit and fair treatment. We do not discriminate because we recognize and value individuals regardless of their beliefs or outward appearance.

How We Stay Upstanding

To promote equal opportunity, we:

- Give each other fair and equal treatment.
- Base employment decisions on ability and merit only.
- Accommodate those with legally recognized disabilities.
- Refuse to accept any excuses for discrimination.

Equal opportunity means that we:

- Hire and promote people based on their skills, experience and goals, in alignment with the needs of our business.
- Never discriminate against any employee or applicant because of age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, or veteran status.
- Never discriminate in any terms or condition of employment, including recruitment, hiring, promotion, demotion, transfer, selection for training, termination, rates of pay, or other forms of compensation.





We Are Inclusive, Diverse, and Equitable

Building together means we boldly embrace the power of inclusion, diversity, and equity to enrich the lives of our employees, and strengthen the performance of our company, while advancing equity in agriculture, including creating an inclusive work environment. Diverse talents and perspectives fuel creativity, curiosity, and innovation. We make our best decisions and accelerate business growth when we involve people with a range of ideas, perspectives, and backgrounds.

How We Stay Upstanding

To be inclusive, diverse, and equitable, we:

- Build our teams with diversity in mind.
- Share information and seek input from all team members.
- Actively search for different points of view to find solutions.
- Listen to the points of view of others with courtesy and respect.
- Debunk myths, stereotypes, and biases.
- Speak up if we feel our views or those of others are not respected.

An inclusive, diverse, and equitable workforce:

- Is made up of a variety of races, ethnicities, gender identities or expressions, ages, sexual orientations, religions, origins, and perspectives.
- Is open to people of any background.
- Encourages openness, so that everyone feels able to participate and contribute.

We Keep Our Workplaces Safe

Living safely means that we embrace safety and the environment in all we do. We keep ourselves and each other safe and secure because nothing is more important than our security and well-being.

How We Stay Upstanding

To maintain a safe and healthy workplace, we:

- Never tolerate violence, including verbal or physical threats, intimidation, bullying, and coercion.
- Speak up if we witness violent actions or threats.
- Never take or direct anyone else to take unnecessary risks in the workplace.
- Know and follow our health and safety policies and procedures.
- Report unsafe conditions, behaviors, and workplace hazards.
- Proactively prevent occupational injuries, illnesses, and incidents.
- Know what to do in case of injury or other emergencies and emergency drills.
- Never possess or use illegal drugs or other controlled substances while at work, and do not report to work impaired.
- Call law enforcement or first responders in the case of imminent danger.



We Are Upstanding with Our Customers and Business Partners

We Deal Fairly and Honestly

We conduct business ethically. Every time we represent Corteva Agriscience, it is our chance to make a positive impression. We speak with pride, honesty, and transparency about our work to promote trust, confidence, and a sustainable business.

How We Stay Upstanding

To deal fairly and honestly, we:

- Advertise and sell our products and services vigorously, but without misrepresentation.
- Accurately estimate implementation timelines.
- Do not make inaccurate claims about competitors.
- Do not infringe or misuse others' copyrights, patents, trademarks, or other intellectual property.
- Ensure our advertisements and contracts comply with all laws and regulations.
- Obtain proper authority to finalize deals or sign contracts.
- Do not overestimate business outcomes or investments.
- Do not copy or use software without appropriate licensing.





Preventing Bribery and Corruption

At Corteva Agriscience, our business thrives through transparency and trust. We never offer or accept any improper incentive.

Corruption and Bribery

Bribe: A payment (money, gift, or other thing of value) offered in exchange for favor.

Kickback: A payment (money, gift, or other thing of value) made to someone who enabled or facilitated a transaction or appointment.

Facilitating Payment: Unofficial fees paid to expedite a permit or other routine government action.

Bribes, kickbacks, and facilitating payments:

- Are often illegal and can result in fines and even prison time for those involved.
- Harm communities, business relationships, and put our reputation at risk.
- Are never tolerated in any form.

We prevent bribery, kickbacks, and other forms of corruption by:

- Never offering or accepting bribes or kickbacks.
- Keeping accurate and complete records so all payments are transparently detailed and Corteva Agriscience funds are not used for unlawful purposes.
- Never using an agent or other third party to make improper payments.
- Never providing any unofficial fees or “facilitating payments.”
- Following Corteva Agriscience policies related to giving and receiving gifts and entertainment.
- Only doing business with customers and business partners who share our commitment to integrity.
- Declining business opportunities rather than paying bribes.
- Reporting any concern about a potentially improper payment to Legal.
- Knowing who you are dealing with and conducting timely and appropriate due diligence.

Working with Government Officials

When conducting business with a government official of any country, either directly, or through a third party, it is crucial that we understand the rules. We should always review any anticipated payments or gifts to government officials with Legal and Government Affairs first.

Who are government officials?

- Officers and employees of government-owned or state-owned commercial enterprises.
- Officers and employees of national, federal, regional, local or other governmental departments, agencies, and other entities.
- Academics of publicly funded or owned universities.
- Members of Congress, Parliament, or other legislative body.
- Candidates for political office, political parties, and political party officials.
- Officers, employees, and representatives of public (quasi-governmental) international organizations.
- Any family member of, or private person acting as an official government figure.

We Compete Ethically and Responsibly

We grow our relationships with high-quality products and unparalleled services. We do not enter into discussions with competitors to manipulate markets. We obtain competitive information ethically and legally.



How We Stay Upstanding

To stay upstanding with our competitors, we DO NOT:

- Obtain competitive data illegally or unethically.
- Misrepresent ourselves or our reason for requesting information.
- Misrepresent our competitors' products.
- Interfere with our competitors' business relationships.
- Steal information from another business.

- Discuss or negotiate customer pricing, bidding processes, or the way we divide markets with competitors.
- Use our market strength or market information to unfairly harm or unlawfully prevent competition.

To stay upstanding with our suppliers and customers, we:

- Deal fairly with all parties, avoiding any false or dishonest practices.
- Behave professionally during negotiations and treat everyone with respect.

Free and Fair Competition

Fair marketplace competition is based on service, product, and price.

Violations of competition or antitrust laws can include agreements among competitors to:

- Fix or control prices.
- Set other terms and conditions of sale (for example, credit terms).
- Boycott specified suppliers or customers.
- Allocate customers, products, territories, or markets.
- Limit the production or sale of products.

Any violations of competition laws will result in significant fines, damage to our reputation, and even prison sentences.



We Build Strong Partnerships

We choose to work with business partners who share our commitment to the highest ethical standards. We are committed to the protection and advancement of human rights and will not tolerate the use of forced labor, slavery, human trafficking, the exploitation of children, or their engagement in hazardous work.

How We Stay Upstanding

To build strong partnerships, we:

- Use equal and fair treatment with all our suppliers and business partners.
- Choose partners who best meet our business needs and objectives.
- Make objective decisions based on quality, price, service, and ethical business practices.
- Avoid inappropriate gifts or any other kind of favoritism.
- Never share another company's confidential information, except with permission.
- Use honest communication and collaboration with our business partners.

- Ensure we choose business partners that are committed to the same standards of business ethics and compliance as Corteva Agriscience.
- Ensure all procured technology protects our company assets and information.
- Justified and reasonable in value according to industry norms.
- Properly documented and clearly defined in nature and purpose.
- Made by check, bank transfer, or credit note to the specified business entity, per payment terms defined in the agreement.
- Payable or charged to only the business entity, not to individual officers, employees, or agents.
- Free of any falsification, misrepresentation, or deliberate overbilling.
- In accordance with standard, written trade terms (paid commissions, rebates, credits, discounts, and allowances).

Ethical Procurement Practices

We do not make any purchases through illegal or unethical means. We meet and set the standards for fair business dealings across the world.

We stay upstanding by ensuring that each payment is:

We Disclose and Resolve Conflicts of Interest

We act in the best interests of Corteva Agriscience. We do not let personal interests interfere, or even appear to interfere, with our responsibilities for Corteva Agriscience.



Potential conflicts of interest may include:

- Outside activities or employment that interfere with our responsibilities at Corteva Agriscience.
- Personal and family relationships with anyone in agriculture (examples may include: family-owned farms, sales agents, suppliers, distributors, or competitors).
- Romantic relationships with a supervisor, subordinate, or business partner.
- Significant financial interests in a competitor, customer, or business partner.
- Business opportunities that we discover in the course of our work for Corteva Agriscience.

How We Stay Upstanding

To resolve conflicts of interest, we:

- Understand what a potential conflict of interest is and why it's important to avoid.
- Immediately disclose any potential conflicts to our leader.
- Cooperate with our leader and others to avoid, manage, or resolve actual and perceived conflicts of interest.

Gifts and Entertainment

Business relationships can help Corteva Agriscience thrive. In some settings it may be appropriate to provide or receive gifts to strengthen these relationships. But we avoid gifts that affect, or appear to affect, our decisions.

Entertainment includes meals and drinks, hospitality, travel, lodging, and social events. Gifts include anything of value.



Giving Gifts and Entertainment

Any gift or entertainment we provide must:

- Be for a proper business purpose.
- Be legal and accurately documented.
- Be permitted by Corteva Agriscience policies and the recipient's policies.
- Be reasonable in value, appropriate, and consistent with our Values.
- Not be cash, gift certificates, or other cash equivalents.
- Not be intended to secure an improper advantage.
- Not be intended to influence the recipient in an inappropriate way.

Consult Government Affairs Leader prior to giving any gifts or entertainment to government officials.

Seek Executive Leadership approval and disclose any gifts which exceed \$200 USD in value or entertainment which exceeds \$500 USD in value. Stricter value limits may apply at local organizations or within specific functions.

Accepting Gifts and Entertainment

It is important to avoid even the appearance of improper conduct. To ensure the integrity of our procurement processes, we must:

- Not ask for gifts.
- Not accept cash, gift cards, or cash equivalents.
- Not accept gifts that could sway our decisions.
- Avoid gifts that might be interpreted as a bribe.
- Avoid gifts or hospitality from competitors.
- Accept only small gifts, on an infrequent basis.

Seek Executive Leadership approval and disclose any gifts which exceed \$200 USD in value or entertainment which exceeds \$500 USD in value. Stricter value limits may apply at local organizations or within specific functions.

For more information, please consult our [Gifts and Entertainment Policy](#).



We Comply with International Trade Laws

We lead the way in our field by making connections and bridging barriers across the globe. To do so, we comply with all applicable laws that govern international trade.

How We Stay Upstanding

To comply with international trade laws, we:

- Never recruit, market, or distribute anything across international borders without first knowing the regulatory implications.
- Follow Corteva Agriscience policies and procedures designed to address and comply with trade regulations.
- Never market, sell, or provide services to businesses or individuals that are on embargo or sanction lists.
- Conduct risk assessments and due diligence checks on third parties with whom we intend to conduct business.
- Alert Ethics & Compliance if we are asked to participate in a boycott.

Boycotts and Trade

Many countries have laws that require a company to either refuse or not refuse to do business with another country. For instance, U.S. laws generally prohibit U.S. companies from cooperating with international boycotts not sanctioned by the U.S. Government.

Violations of import and export controls, trade sanctions, and boycotts can result in severe fines, revocation of permits, or even imprisonment. By following these regulations, we not only protect Corteva Agriscience, we make the world a safer place.

We Are Upstanding with Company Assets

We Do Not Engage in Insider Trading

We stand tall in our industry. We never engage in insider trading because doing so would undermine our reputation as an ethical leader in the marketplace.

How We Stay Upstanding

To avoid insider trading, we:

- Do not trade any Corteva Agriscience stock based on inside information.
- Do not pass inside information to others who could use it to trade in our stock.
- Do not trade another company's stock if we have inside information about that company. Once that inside information is publicly disclosed, and we do not have any other inside information, we must wait two business days to trade Corteva Agriscience stock or another company's stock.

Inside Information

"Inside information" is any material, non-public information a reasonable investor would consider when making a decision to buy, hold, or sell stock. This may include:

- Expected earnings or losses.
- Mergers, acquisitions, divestitures, or investments.
- Major product introductions.
- Developments in intellectual property or litigation.
- Major research discoveries that might transform the marketplace.

It is against the law to trade stock while possessing inside information. The penalties for violating these laws are severe. If in doubt, do not trade, and contact Legal for guidance.

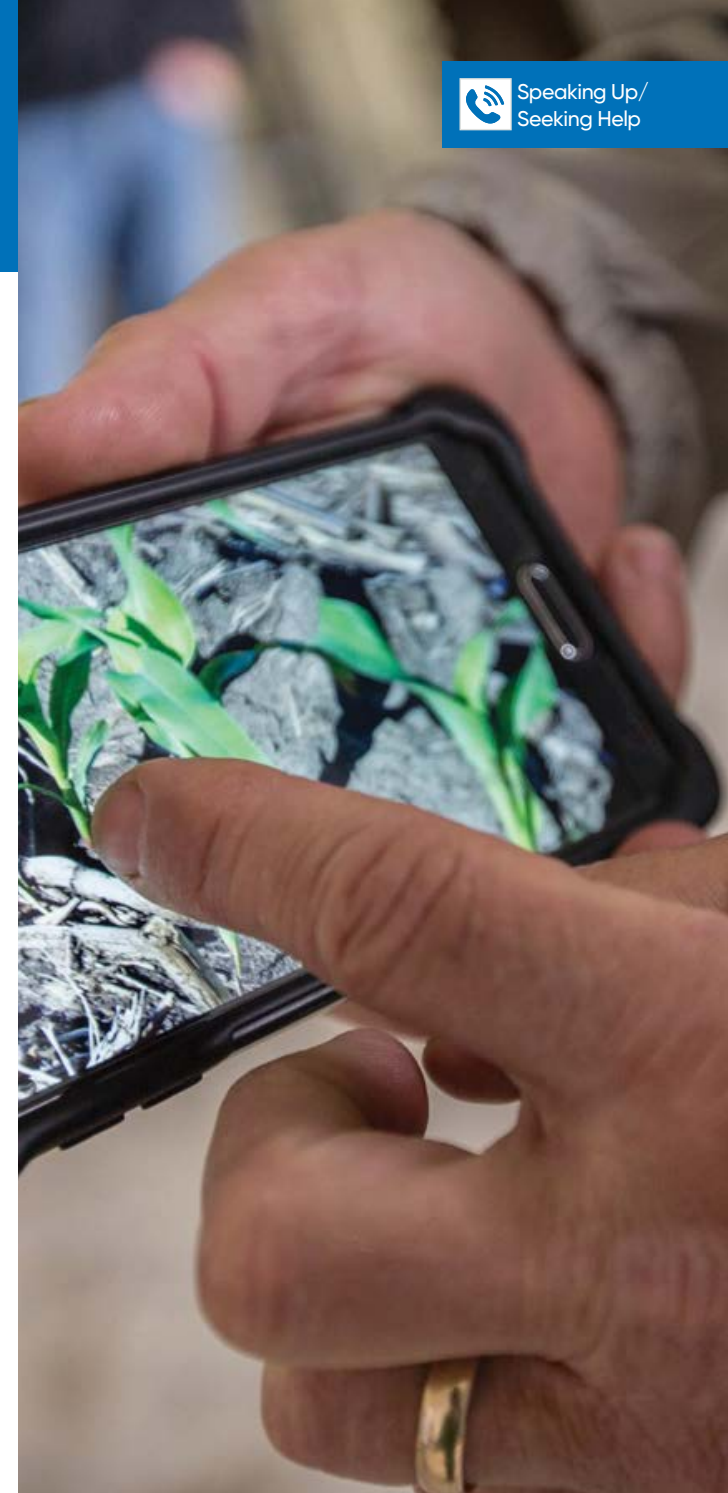
We Use Company Computers, Devices, and Social Media Responsibly

As innovators and market shapers, we are curious and embrace technology. To protect our relationships, and our strong reputation, we use tools such as computers, devices, and social media thoughtfully and with care.

How We Stay Upstanding

We use technology and social media responsibly by:

- Safeguarding computers, portable devices, and associated data from improper access or theft.
- Making sure our time on social media does not interfere with our jobs.
- Never representing our personal views as those of Corteva Agriscience.
- Keeping personal posts separate and distinct from those officially authorized by Corteva Agriscience.
- Protecting and never improperly disclosing the confidential or proprietary information of Corteva Agriscience, our customers, business partners, or competitors.
- Respecting trademark, copyright, fair use, trade secret, and financial disclosure laws and Corteva Agriscience guidelines.
- Using Corteva provided phones, computers, and other technology for Corteva business and limiting personal use.



We Create, Maintain and Manage Accurate Records, Accounts, and Statements

We exercise good business writing practices and manage our records and information properly to reduce risk and drive performance. A strong records and information management program helps us meet legal requirements and commitments to our shareholders, customers, and business partners.

Improper Record Keeping

Examples of improper record keeping include intentionally:

- Misclassifying amounts between cost and capital.
- Accelerating or deferring costs or revenue in a manner inconsistent with generally accepted accounting principles.
- Misclassifying inventory that is not saleable as acceptable finished product.
- Falsifying company documents, including financial records, safety records, test data, inspection reports, time and attendance records, and travel and expense reports.

How We Stay Upstanding

We manage our records effectively by:

- Identifying, maintaining, safeguarding, and disposing of records in accordance with our records retention schedule.
- Following all laws and policies regarding record retention.
- Ensuring records are accurate, easily accessible, organized, and secure.
- Never selectively editing or discarding records that are contrary to our retention policy and do not have an approved exception, nor directing anyone else to do so.

What is a company record?

Any type of record created or received in the course of Corteva Agriscience business, including, but not limited to:

- Agreements and contracts.
- Correspondence, including memoranda, letters, email (including attachments), social media posts, and text messages.
- Photos, digital data, typed, and handwritten notes.
- Policies and procedures.
- Purchase orders and invoices.
- Reports, such as financial, accounting, technical, and sales reports.
- Product information.
- Analyses, formulas, schedules, tables, presentations, and financial models.
- Personnel files.
- Marketing information.
- Business plans.
- Environment, Health and Safety information.

- Providing complete and accurate records promptly if they are requested in connection with an audit, investigation, or litigation.
- Ensuring that our records comply with relevant policies, procedures, and standards.



We Safeguard Intellectual Property and Privacy

Our future business success depends on innovative products and solutions. Our confidential business information and intellectual property are vital assets that distinguish us from competitors. It is important to safeguard these assets for our employees, customers, our company, and other stakeholders. We must protect them from unauthorized disclosure or misuse.

What are some examples of confidential information and potential trade secrets?

- Proprietary information such as industrial designs, breeding pedigrees, genetic identities, and chemical formulas.
- Non-public financial information (including pricing and projections).
- New product and marketing plans.
- Customer and supplier lists.
- Research and development ideas, plans, data, and processes.
- Manufacturing and seed production processes and related information.
- Procurement information.
- Information concerning potential acquisitions, investments, and divestitures.
- Corteva application code and designs.

How We Stay Upstanding

We protect Corteva Agriscience by:

- Sharing confidential and proprietary information with only those employees and representatives (consultants, contractors, agents, and outside attorneys) who are authorized and have a legitimate business need.
- Securing documents, data, and devices with effective physical measures, passwords, and encryption.
- Labeling and managing files and emails to ensure files are being protected and shared appropriately.

- Not discussing confidential matters in public places.
- Not making confidential information potentially visible to others. This might include working on a laptop during an airplane flight or accessing an unsecured Wi-Fi network.
- Ensuring that only authorized people access Corteva Agriscience facilities.
- Escorting all visitors and not allowing them to enter restricted areas.
- Reporting any possible security or privacy incidents or breaches, including improper use of personal information, so they can be promptly and properly addressed.

Privacy and Personal Information

We protect the personal data of our employees, customers, suppliers, and other third parties. We collect, use, and process personal data only for legitimate business purposes and in accordance with Corteva policies, contractual obligations, and local laws.

Generally, we are required to provide notice to, and sometimes collect consent from, individuals whose personal data we collect. Country laws, our policies, and industry standards require security controls for the physical and electronic protection of personal information. Special requirements may apply when transferring personal data across country borders.

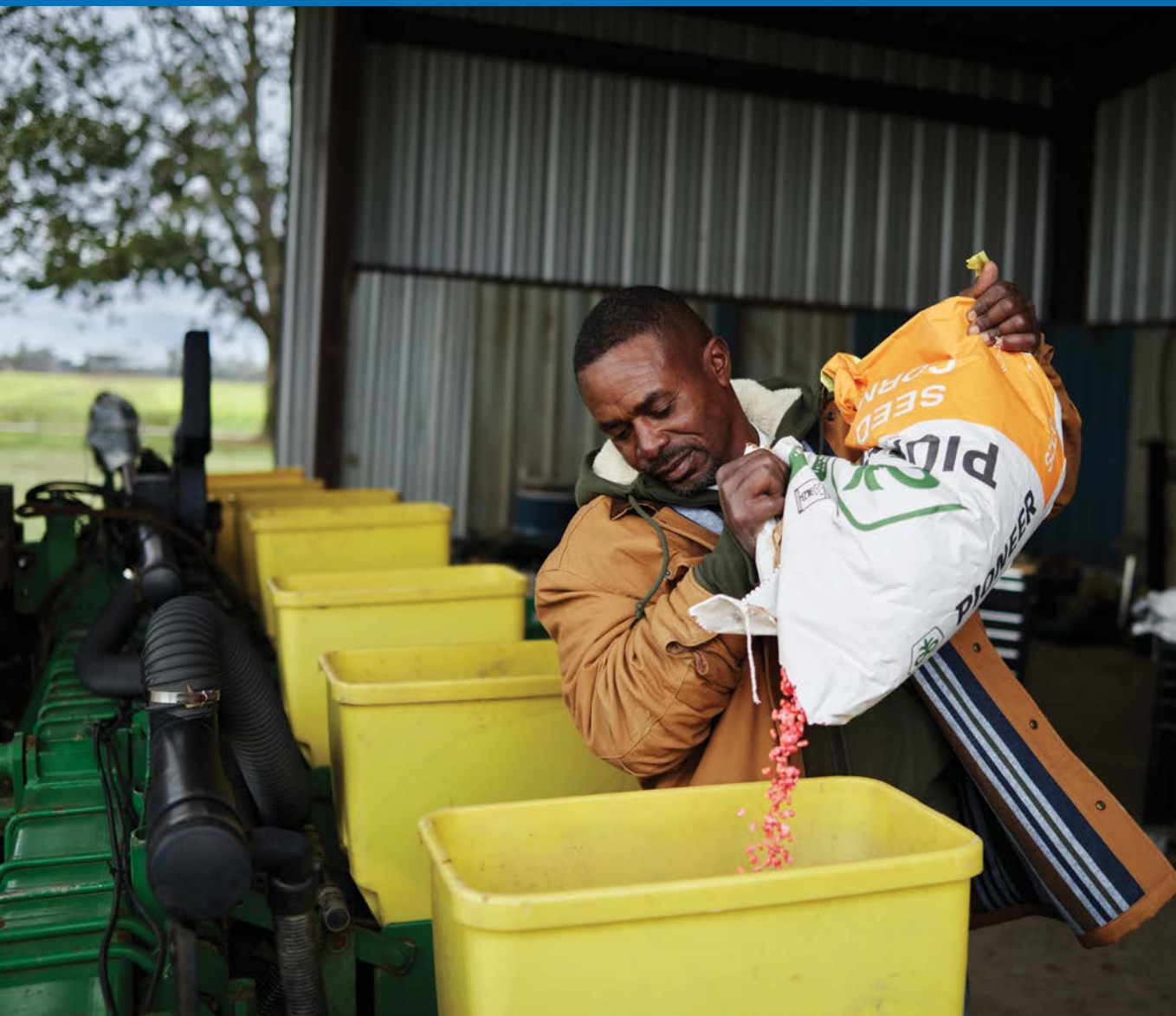
We ensure proper use and processing of personal data in our business relationships, including engaging vendors, entering into contracts with business partners, and negotiating acquisitions and divestitures. We limit use and transfer of personal information to the minimum amount necessary for the business use.

Personal Information

Personal information is any information sufficient to identify an individual. This can include:

- Name.
- Email address.
- Date of birth.
- Account credentials.
- Business or personal contact information.
- Credit card number.
- Biometric data (e.g., fingerprints, health information).
- Passport number or national identification number.
- IP address/device ID.





We Protect Our Brands, Trademarks, and Copyrights

Our good name is one of our greatest assets. We safeguard the Corteva Agriscience name by protecting our brands and all of our trademarks and copyrights.

How We Stay Upstanding

We protect our brands by:

- Understanding and following our brand guidelines.
- Safeguarding the Corteva Agriscience brand and tradename, along with its trademarks and copyrights, from misuse or infringement by colleagues, customers, suppliers, or competitors.
- Reporting any brand abuse or infringement to Legal.

We Follow Our Internal Controls and Financial Procedures

We follow our controls and procedures, which are designed to ensure reliable financial reporting and help us keep the trust of our stakeholders.

How We Stay Upstanding

We help prevent fraud, waste, and abuse by:

- Operating within the framework of whatever internal controls apply to our jobs.
- Never bypassing controls and procedures.
- Never failing to execute a control for which we are responsible.
- Reporting any concerns immediately, especially if we become aware that an internal control or procedure has been bypassed or overridden.





We Manage and Report Our Expenses Responsibly and Accurately

We never take advantage of company funds or misrepresent their use.

How We Stay Upstanding

We manage and report our expenses:

- Accurately, with receipts, when required, and explanations that support legitimate business expenses.
- Responsibly, by following Corteva Agriscience guidelines and avoiding extravagant, careless, or needless expenses.
- Promptly, contributing to the overall efficiency and effectiveness of our expense reporting process.

We Are Upstanding with Our Communities and Around the World

We Are Environmental Partners

To support our way of life and the food that nourishes us, we must work to protect the environment. We uphold sustainable practices by creating high-quality products through safe, responsible manufacturing processes.

How We Stay Upstanding

We contribute to our sustainable practices by:

- Proactively minimizing our environmental impact.
- Working with partners and suppliers who share our vision of more sustainable production processes.
- Complying with all applicable environmental laws and company policies.
- Reporting any spills, leaks, or accidental discharges to appropriate governmental authorities.
- Following Corteva Agriscience internal policies and procedures for waste management and recycling.
- Taking individual steps every day, such as turning off unneeded lights, setting thermostats appropriately, and not idling vehicle engines.

We Contribute to Our Communities

We enrich lives by supporting the communities where we live and work. As we partner with society, we strive to address broad challenges in the countries where we operate.

How We Stay Upstanding

We contribute to our communities by:

- Volunteering and participating in charitable activities in our communities around the world.
- Initiating outreach efforts to organizations and other outlets to understand and assist with local needs.
- Following internal procedures before donating company funds or making contributions in the name of Corteva Agriscience.
- Encouraging, but not requiring, employees or others to contribute or participate in charitable organizations.





We Participate Ethically in the Political Process

We embrace active participation in the political process, which can make a positive difference in our lives and our communities—but we recognize that our personal political activities are to be separate from our company.

How We Stay Upstanding

Personal Political Activity

When we participate in the political process as individuals, we:

- Are clear that our own political views and actions do not represent those of Corteva Agriscience.
- Conduct all political activities on our own time, away from our place of employment, and with our own resources.
- Refrain from wearing Corteva Agriscience or other company-branded merchandise or identifiable logos.
- Inform our supervisor or other designated office if we decide to run for political office.
- Seek approval before allowing individuals to use company locations for political activities or other purposes.
- Speak up if a partner, customer, or stakeholder pressures us into contributing money or effort to support a political party or candidate. Such pressure is strictly prohibited.

Corporate Political Activity

When engaging in political activity on behalf of Corteva Agriscience, we:

- Do not support a specific party or candidate.
- Always comply with federal, state, and local political campaign finance and election laws.
- Engage in the political process as a corporate citizen working with Government Affairs or Legal to comply with local campaign finance and election laws.
- Never use corporate facilities for political fundraising activities without prior approval from Government Affairs.

Lobbying

While lobbying is usually a legitimate activity for achieving political and civic change, it must always be done in accordance with the applicable laws. We comply with these laws by:

- Following all applicable rules regarding public disclosure and all reporting requirements related to lobbying activities on behalf of Corteva Agriscience.
- Having contact with legislators, senior regulatory officials, executive branch officials, or their staff, only if authorized to do so on behalf of Corteva Agriscience.
- Never using improper means in attempting to influence government agencies, representatives, justices, judges, or legislators.



Speaking Up and Seeking Help



Always Speak Up

When we see questionable or unethical behavior, or have a question about how a policy is being implemented, it is our responsibility to speak up and seek help.

An ethical workplace is built on ethical workers, who are willing to raise questionable behavior, are conscientious, and hold each other accountable to live our Values. Upstanding conduct is a team effort.

Asking Questions and Getting Help

If an employee has an ethical concern or question, the employee's leader is the first and best resource. If our leader is not available, or if we are not comfortable discussing the matter with our leader, the following resources are also available:

- Another leader
- Ethics and Compliance Officer
- Legal
- Finance
- Human Resources
- Corteva Agriscience Global Hotline: **+1-833-400-1141**
- Corteva Agriscience Web Reporting Form: <https://reportanissue.com/corteva>

Anonymity and Confidentiality

We treat all reports of ethical concerns, including contacts to the Hotline, as confidential.

Employees may ask to remain anonymous when filing an ethical report. Ethical concerns involving criminal or illegal activity may be reported to the appropriate authorities.

Zero Tolerance for Retaliation

We can only maintain our Values if we feel safe speaking up. We do not tolerate retaliation against anyone who in good faith reports suspected misconduct or anyone who assists with an investigation. Any Corteva Agriscience employee who takes or threatens retaliatory action against an employee making a good-faith report of misconduct will be subject to disciplinary measures, up to and including termination of employment. In some cases, retaliation can result in civil and/or criminal penalties.

Investigations

Being upstanding means speaking up when we see something wrong. We promptly, thoroughly, and fairly investigate any reports of ethical misconduct. All employees must fully cooperate with an investigation and provide truthful information. We protect any employee who reports misconduct in good faith—or who cooperates with an investigation—from retaliation.

Should the investigation uncover misconduct, those responsible will be subject to disciplinary measures, up to and including termination of employment and possible civil or criminal action.

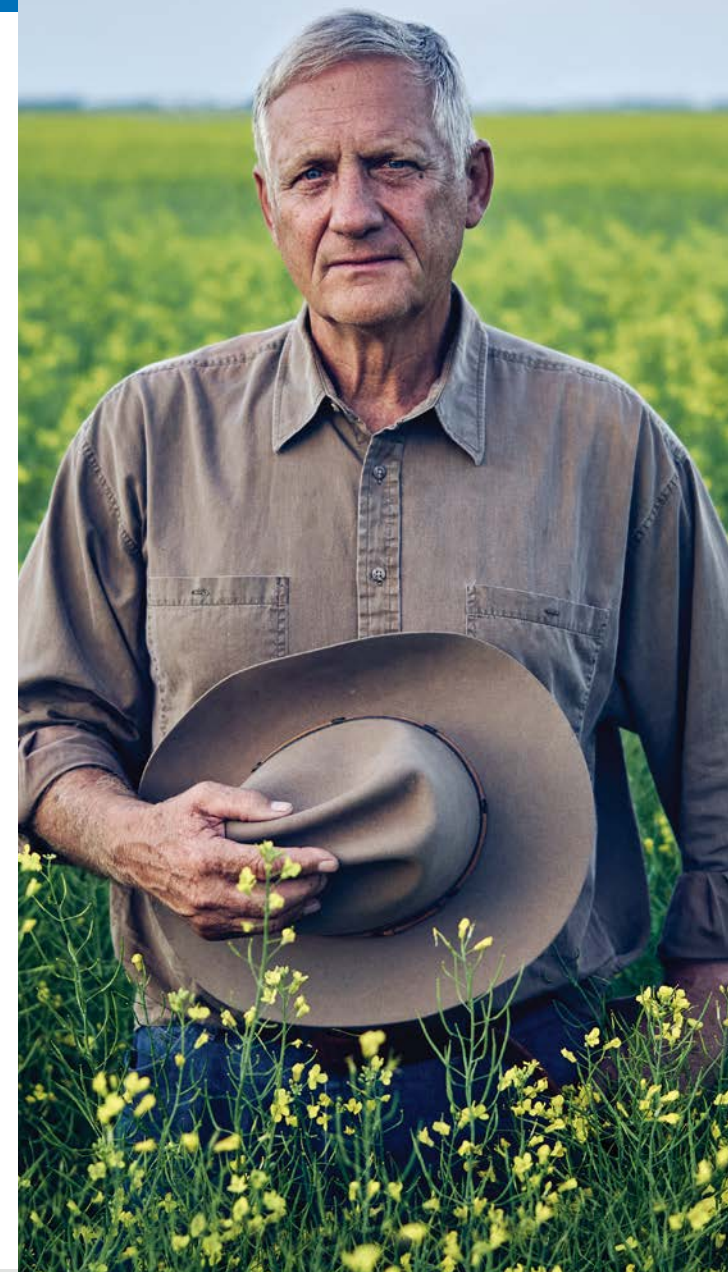
Different countries have different laws governing investigations of misconduct. We always conduct our investigations and possible disciplinary actions in accordance with local laws and regulations.

Fair Process and Disciplinary Action

We work to provide a consistent and fair process when disciplinary action is required. Disciplinary measures may include reduction of bonuses and stock options as well as suspension, with or without pay. Serious offenses may result in demotion or termination of employment. Some violations in certain circumstances could also result in legal action.

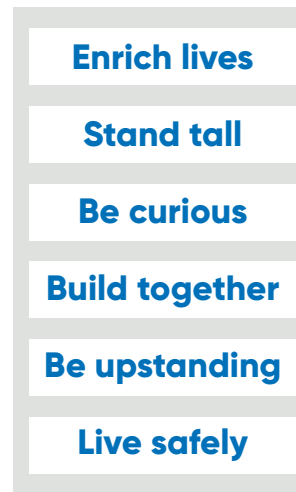
Waivers

In rare circumstances, there may be cases in which an employee requires a waiver from some provision of our Code of Conduct. Employees may request a waiver from the Ethics and Compliance Committee. Any waiver for Executive Officers must also be approved by the Nomination and Governance Committee of the Board of Directors and promptly disclosed to all shareholders.



Living Our Values

By investing in the future of agriculture for generations to come, our work helps feed a hungry world. Doing so with the highest ethical standards, according to our Values, is a privilege and a responsibility. We take this commitment seriously. The guidance in our Code helps us enrich lives, stand tall, be curious, build together, be upstanding, and live safely. By living these Values each day, we make Corteva Agriscience an upstanding—and outstanding—global leader.



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