

WELLCAP INC.

VALUES STATEMENT

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We are convinced that the manner in which we do our work is equally, if not more important than the work itself.

At WELLCAP INC., we conduct our work with humility, informed by wisdom, and underpinned by a confident strength.

Humility

In a world that can tend to look down on others, we strive to look up.

Wisdom

We surround ourselves with opposing views, even when we don't necessarily like what we hear.

We listen more than we speak, so that when we do speak, people listen.

We believe that good and lasting things take time to build.

Confidence

And we fight judiciously for what we believe is possible.

SIGNATURE

The Corporation has duly caused this document to be signed on its behalf by the undersigned, thereunto duly authorized.

Dated: 01/27/2025

By: /s/ Joseph A. Rathbun

Name: JOSEPH A. RATHBUN

Title: Chair & CEO
