

# Matters Reported to the Ethics Office



Matters Reported to the Ethics Office	2021		2022		2023	
	Number	Percentage	Number	Percentage	Number	Percentage
Accounting and Financial Improprieties <sup>i</sup>	6	2%	7	2%	13	5%
Business Integrity <sup>ii</sup>	37	11%	35	12%	65	23%
HR, Diversity and Workplace Respect <sup>iii</sup>	93	29%	89	30%	106	37%
Misuse, Misappropriation of Assets <sup>iv</sup>	15	5%	23	8%	4	1%
Safety and Security <sup>v</sup>	48	15%	40	13%	32	11%
General Information <sup>vi</sup>	104	32%	86	28%	40	14%
Other <sup>vii</sup>	20	6%	21	7%	27	9%
<b>Total Number of Matters</b>	<b>323</b>	<b>100%</b>	<b>301</b>	<b>100%</b>	<b>287</b>	<b>100%</b>

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## <sup>i</sup> Accounting and Financial Improprieties

Financial improprieties, improper accounting practices, and insider trading.

## <sup>ii</sup> Business Integrity

Antitrust, bribery, conflict of interest, data privacy, disclosure of confidential information, fraud, gifts, improper payments, and regulatory compliance.

## <sup>iii</sup> HR, Diversity and Workplace Respect

Discrimination, harassment, retaliation, compensation, leave of absence, accommodation, work environment, and other HR-related matters.

## <sup>iv</sup> Misuse, Misappropriation of Corporate Assets

Misuse of company information, issue on timekeeping, or inaccurate expense reporting and theft.

## <sup>v</sup> Safety and Security

Safety violations, unsafe acts or unsafe conditions, work-place violence/verbal abuse and potential substance abuse.

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vi **General Information**

General information requests, rerouted customer inquiries, and external scams not involving Xerox employees.

vii **Other**

Product inquiry, policy inquiries, training/testing questions, duplicate reports, and all other matters.