

# Morgan Stanley Code of Ethics and Business Conduct

*Updated as of March 2022*

## About This Code

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This Code of Ethics and Business Conduct (Code of Ethics) is a statement of Morgan Stanley's commitment to integrity and the highest ethical standards in all that we do. This Code of Ethics defines the standards of conduct that we expect from our directors, officers and employees and guides us to make the right decisions when performing our functions.

This Code of Ethics cannot address every potential concern that you may have. However, the standards, values and other guidance set forth in this Code of Ethics can help you make the right decision. You are expected to act ethically and with sound, reasoned judgment even in the absence of a specific law, regulation or Morgan Stanley policy. When in doubt, stop and think. Use your best judgment to make the right decision. If you are unclear about the laws, regulations and policies that apply to your job responsibilities, or if you are unsure about the legality or appropriateness of a particular course of action, before you act, you should seek guidance from your supervisor, your business unit's risk officer, a member of the Legal and Compliance Division (LCD) or your Human Resources (HR) representative.

Officers and employees should read this Code of Ethics together with the Morgan Stanley Code of Conduct, the Proprietary Rights Supplement, any applicable Country Supplement and Firm policies and procedures (collectively, the Code of Conduct).

## Consequences of Violating the Code of Ethics

If you are an officer or employee, this Code of Ethics together with the Code of Conduct, including any future amendments, forms part of the terms and conditions of your employment and governs your activities at Morgan Stanley. It also covers certain continuing obligations in the event you leave Morgan Stanley. This Code of Ethics is not a contract guaranteeing your employment or entitling you to any special privileges, rights or benefits.

Directors, officers and employees are expected to cooperate in internal investigations of allegations of violations of the Code of Ethics, the Code of Conduct and other policies and procedures. Violations may subject you to discipline including the cancellation of previously awarded deferred compensation and/or, if applicable, the termination of your employment. You are personally responsible for any improper or illegal acts you commit during your employment at or service to Morgan Stanley. You also can be held responsible for the action (or inaction) of others if you knew, or should have known, about their misconduct. Your activities may be reported to regulators and other governmental authorities,

which could result in regulatory or criminal investigations. Depending on the outcome of those investigations, you may be subject to fines, permanent or partial suspension, disqualification from employment in the financial services industry and/or imprisonment.

## **Waivers and Amendments**

Any waivers of the provisions of this Code of Ethics for directors or executive officers may be granted only in exceptional circumstances by the Board of Directors and will be promptly disclosed to our shareholders.

Material amendments to this Code of Ethics must be approved by the Board of Directors. It is your responsibility to be familiar with the Code of Ethics as it may be revised from time to time.

## **A Culture Founded on Five Core Values**

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At Morgan Stanley, we are committed to fostering and maintaining a culture based on our five core values: *Do the Right Thing, Put Clients First, Lead with Exceptional Ideas, Commit to Diversity and Inclusion and Give Back*. Living these values means, above all, conducting ourselves and our business activities in accordance with the letter and spirit of applicable laws and regulations and Firm policies, and acting with integrity to deliver first-class business in a first-class way. As directors, officers and employees, we must protect our reputation by dealing fairly and transparently with clients, the public, competitors, suppliers and each other. We will not take advantage of anyone through manipulation, concealment, improper handling of confidential information, misrepresentation of material facts or other unfair dealing or practices.

## **Legal and Ethical Concerns and Reporting Misconduct**

We each have an obligation to speak up if, in the course of employment, we encounter a situation that raises legal or ethical concerns. This includes potential fraud or other wrongdoing, whether within the Firm or by an external party. If you have a concern regarding a potential violation of the principles of conduct outlined in this Code of Ethics or other policies and procedures, it is your responsibility to promptly inform at least one of the following:

- your supervisor
- a designated contact under a specific policy or procedure
- a member of LCD
- your HR representative
- the Integrity Hotline, or
- if you are a director, the Chairman of the Board of Directors or the Chief Legal Officer

If you believe your concern has not been appropriately resolved or if you would prefer to report the concern through other channels, you should follow the procedures set forth in the Code of Conduct. In particular, you may use the Integrity Hotline to report your concerns, by phone or online, including

concerns involving accounting issues, wrongdoing and fraud. Although you are encouraged to identify yourself by name, your concerns may be reported anonymously and will be treated confidentially, to the extent possible. Employees should consult the Global Speaking Up and Reporting Concerns Policy for more information.

If your concerns relate to the conduct of the Chief Executive Officer, or a member of the Board of Directors, you can report your concerns to the Chief Legal Officer, who will notify the Board of Directors, as appropriate. Concerns involving the Chief Legal Officer should be reported to the Chief Human Resources Officer, who will notify the Chief Audit Officer (who, in turn, will notify the Board of Director's Independent Lead Director or Chairman of the Audit Committee).

If you are a supervisor, you are responsible for, among other matters, helping employees understand how the Code of Conduct, as well as laws, regulations and Firm policies, apply to them, and with respect to any contingent worker for whom you are an Assignment Contact, helping ensure they adhere to the Standard of Conduct applicable to them, supervising the activities and conduct of the people you manage for compliance with applicable laws, rules, regulations and Firm policies, and taking appropriate action when you have concerns. Failure to properly execute your supervisory obligations may result in discipline up to and including the termination of your employment and civil, criminal and regulatory exposure for you and Morgan Stanley.

In addition, if you own services provided by third-party suppliers, you must onboard, manage, and off-board those services in accordance with the Global Third-Party Risk Management Policy and the Global Supplier Selection and Engagement Policy.

#### **Non-Retaliation Commitment**

Our continued success depends on the open communication of concerns by all without fear of retaliation. Morgan Stanley takes allegations of misconduct seriously and prohibits retaliation against, or the victimization of, anyone raising a concern in good faith.

#### **Treating Others with Dignity and Respect**

Morgan Stanley is committed to providing a work environment that promotes diversity and inclusion, and where everyone feels a sense of belonging and is treated with dignity and respect. Our policies promote equal employment opportunity without discrimination or harassment on the basis of race, color, religion, creed, age, sex, sex stereotype, gender or transgender, gender identity or expression, sexual orientation, national origin, citizenship, disability, marital and civil partnership or union status, pregnancy, veteran or military service status, genetic information or any other characteristic protected by law.

Misconduct, including discrimination, harassment, retaliation or other forms of unprofessional behavior, will not be tolerated. For more information, refer to the Nondiscrimination/Anti-Harassment Policy or Dignity at Work Policy that applies to your region. These policies include mandatory procedures for reporting discrimination or harassment.

## Promoting a Safe and Healthy Work Environment

We take our environmental stewardship and responsible sourcing commitments seriously and continually seek to improve the impact of our operations. The energy and water we use in our buildings, the products and services we buy and the waste we generate all affect society and our environment. We work with partners and employees to implement best practices and improve our performance, supplier responsibility and supplier diversity. Achieving these goals is the responsibility of all directors, officers and employees.

## How We Conduct Our Business

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We strive to adhere to the highest standards of ethical conduct. We will not compromise the legal, regulatory or policy requirements that govern our activities. Our commitment to ethical conduct means that we abide by the letter and the spirit of applicable laws and regulations. These principles are hallmarks of Morgan Stanley's culture and reflect our pledge to *Do the Right Thing* and *Put Clients First*.

Each of us is responsible for addressing Conduct Risk—the risk arising from misconduct by Firm personnel—by:

- complying with relevant local conduct standards, including acting with integrity, due skill, care and diligence at all times and observing proper standards of market conduct
- refraining from any act, on or off Firm premises, that threatens the reputation of the Firm or any of its clients
- being alert to any potential adverse consequences that our actions or the actions of others might have for our clients, the markets or Morgan Stanley
- identifying and escalating potential Conduct Risk incidents

The Global Conduct Risk Management Policy includes examples of Conduct Risk incidents and sets forth the Firm's global minimum standard for identifying, managing and reporting Conduct Risk.

Officers and employees are also required to comply with our Global Franchise Risk Policy, which sets forth Morgan Stanley's framework for managing potential risks to our franchise.

## Conflicts of Interest

Our Global Conflicts of Interest Policy addresses business conduct and practices that may give rise to actual or potential conflicts of interest. The Policy describes the framework by which Morgan Stanley identifies and addresses potential conflicts of interest.

### Potential Business Conflicts

Potential business conflicts can arise in a number of circumstances, including:

- between two or more clients (for example, when two clients are interested in acquiring the same asset)
- between clients and Morgan Stanley (for example, when we offer products or account types to a client for which the Firm receives greater fees or compensation than for alternative products or account types)

You are responsible for taking appropriate action in accordance with regulatory requirements and our policies when you become aware of an actual or potential conflict. Officers and employees are also responsible for bringing a potential conflict to the attention of their supervisor, the Conflicts Management Officer (CMO) for their business unit, the Global Conflicts Office (GCO) or a member of LCD. Directors should disclose any actual or potential conflicts of interest to the Chairman of the Board of Directors and the Chief Legal Officer, who will determine the appropriate resolution. All directors must recuse themselves from any Board discussion or decision affecting their personal, business or professional interests.

### **Potential Personal Conflicts**

Potential personal conflicts may arise in various situations, such as:

- having a personal or family interest in a transaction involving Morgan Stanley where you or a family member may derive a benefit
- competing with Morgan Stanley for the purchase or sale of services
- taking advantage of business opportunities that arise because of your position at Morgan Stanley or through the use of property or information belonging to the Firm

You must avoid any investment, activity or relationship that could, or could appear to, impair your judgment or interfere with your responsibilities on behalf of Morgan Stanley and our clients.

Officers and employees are responsible for promptly notifying their supervisor, CMO, the GCO or a member of LCD if any personal investment, activity or relationship (including those that involve family members and those that may have been previously approved) could give rise to a conflict of interest or the appearance of a conflict. Involvement in outside activities generally requires the prior approval of Morgan Stanley. Officers and employees should consult the policies and procedures applicable to their business unit, department or region for specific reporting and approval procedures.

Be aware that certain employee-to-employee relationships, such as engaging in personal financial arrangements with other Morgan Stanley employees, may raise potential conflict issues.

### **Related Person Transactions**

Directors and executive officers are required to comply with the Related Person Transactions Policy, which sets forth Morgan Stanley's framework for approval of transactions involving our directors and executive officers, and certain persons and entities related to them, and Morgan Stanley.

## Gifts and Entertainment

Gifts and entertainment can foster goodwill in business relationships. However, concerns arise when they may violate applicable laws or regulations, or when they compromise, or appear to compromise, the propriety of our business relationships or create an actual or potential conflict of interest. Our Code of Conduct and related policies set forth the conditions under which officers and employees may accept or give business gifts or provide entertainment.

## Anti-Corruption

Morgan Stanley prohibits all forms of bribery and corruption. In particular, you must not:

- offer, promise, give or authorize others to offer, promise or give anything of value, either directly or indirectly, to any party in order to gain an unfair or improper business advantage, such as obtaining or retaining business; or
- receive, or agree to receive, anything of value that results or may result in improperly influencing your duties as a director, officer or employee

There are heightened risks when interacting with a Government Official. Government Officials include officers, employees or representatives (such as agents, advisors or consultants) of a Government Entity, or any other person acting in an official capacity on behalf of a Government Entity. Government Entities include:

- governments, governmental agencies and instrumentalities, and public international organizations
- companies or organizations that are partially or wholly owned or controlled by governments or governmental agencies (even if the company is publicly listed)
- political parties and candidates of political parties
- monarchies and royal families

For additional guidance, refer to the Firm's Government Entity Tool or contact a member of the Anti-Corruption Group.

Certain activities also present heightened risks, including engaging outside Business Partners, hiring candidates who are referred by or related to clients or Government Officials, gifts, entertainment or charitable contributions involving Government Officials and engaging in transactions and investments involving clients or counterparties who are Government Officials or Government Entities, who are active in high corruption risk jurisdictions or industries, or who are subject to credible allegations of corruption or other serious misconduct. Review and follow our policies and procedures on Business Partner pre-clearance and supervision and conducting risk-based due diligence for transactions and investments.

## Personal Lending and Borrowing

Your personal lending and borrowing activities must not result in legal, ethical or business conflicts or otherwise appear improper. You must not accept preferential treatment if the offer appears to be an attempt to obtain favorable treatment in dealings with Morgan Stanley. Morgan Stanley may extend

credit to its directors, executive officers and principal shareholders in the ordinary course of business and on substantially the same terms prevailing at the time for comparable loans to external parties.

## Political Contributions and Activities

Morgan Stanley as a Firm does not make corporate political contributions in the U.S. Using Firm resources for any political event or political contribution is highly restricted and requires prior approval from LCD and the Government Relations Department.

U.S. federal, state and municipal pay-to-play laws restrict personal political contributions by employees of financial services companies. Prior to making any political contribution to, or participating in any political solicitation activity on behalf of, a U.S. federal, state or local political candidate, official, political party, political action committee or ballot measure committee, employees and officers must obtain approval/preclearance through the Political Contribution Tracking System.

Generally, directors are not required by Morgan Stanley to preclear personal political contributions or political solicitation activity. However, as certain U.S. states and localities require government contractors to limit or report the political contributions or activity of the Firm's directors, in appropriate circumstances, directors may be specifically notified that political contributions and political solicitation activity in particular jurisdictions must be precleared.

You are responsible for confirming that your personal political activity is lawful. Never make a political contribution with the intent to influence the award or retention of any Morgan Stanley business.

## Maintaining Accurate Books and Records

We are required to maintain accurate books and records of our business activities, consistent with legal requirements and business needs, and to ensure that financial information included in our books and records is correct and complete in all material respects. Morgan Stanley has established policies and procedures to comply with applicable record retention requirements and to promptly retrieve documents in response to legal and regulatory obligations. You should be familiar with, and follow, any record-keeping procedures that apply to your business unit or your function and you should maintain any records that you are responsible for in compliance with these policies.

## Protecting Confidential Information

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### Confidential Information

Protecting confidential information is critical to our reputation for integrity and our relationship with clients, and ensures compliance with regulations governing the financial services industry. Much of the Firm's information is confidential information.

Confidential information is information that you create, develop, receive, use, learn or have access to by virtue of your employment with, or service as a director or officer of, Morgan Stanley, that is not generally known by the public, may be price sensitive and that is sufficiently sensitive that loss or unauthorized disclosure or access could result in legal, business, regulatory or reputational harm to Morgan Stanley or our clients.

You must protect all confidential information, regardless of its form or format, and you must use due care in the handling of such information and follow all applicable Firm policies with respect to its treatment. The mishandling of such information can lead to significant reputational, regulatory, civil, and criminal liability for you and the Firm. In particular, you must only access confidential information that you need and are authorized to see, must not share confidential information with internal or external parties, except as permitted by law and Firm policy and where there is a legitimate business reason to do so, and you must take reasonable measures to prevent unauthorized persons from obtaining confidential information you possess. Disclosing confidential information to a third party, trading, encouraging others to trade or recommending securities or related financial instruments while in the possession of confidential information related to those securities or instruments may breach insider trading and other applicable criminal and civil law, regulation or Firm policy.

Material non-public information (MNPI) is a subset of confidential information and includes all relevant non-public information that a reasonable investor would likely consider important in making an investment decision. The determination of whether non-public information is MNPI is fact dependent and, in certain circumstances, may be complex. Consult with a member of LCD or the Control Group if you are uncertain whether particular information is MNPI. If you become aware of confidential information that may constitute MNPI, you must notify the Control Group.

Your obligation to protect confidential information continues even after you leave Morgan Stanley.

In addition, the Firm is often the recipient of information from regulators relating to Morgan Stanley (for example, examination reports and ratings) that is confidential and the exclusive property of the issuing agency, referred to as Confidential Supervisory Information (CSI). Unauthorized disclosure of CSI may subject you and the Firm to a range of disciplinary and regulatory sanctions, including criminal penalties. CSI is strictly confidential and should only be shared within the Firm when necessary and appropriate for business purposes, and must not be shared with nonemployees, such as consultants or vendors, unless specifically authorized by the relevant regulator and/or in accordance with the processes set forth by such regulator. Any questions or requests to disclose CSI to an external party must be referred to the Global Regulatory Relations Group before disclosure is made.

Morgan Stanley has established policies and procedures referred to as Information Barriers, which are designed to prevent the misuse of MNPI and to avoid conflicts of interest. Information Barriers establish restrictions on the flow of information between private and public side employees.

We also have specific policies and procedures governing personal trading by directors, officers and employees of Morgan Stanley that may differ depending upon your position, access to MNPI and location. You are required to familiarize yourself and comply with these policies and procedures. If you

have any questions about policies pertaining to your ability to buy or sell securities, you should contact a member of LCD.

## Communications Protected by Law

Nothing in this Code of Ethics shall prohibit or restrict you from:

- Initiating communications directly with, cooperating with, providing information to or otherwise assisting in an investigation by any governmental or regulatory body or official or self-regulatory organization (SRO) regarding a possible violation of any applicable law, rule or regulation;
- Responding to any inquiry from any such governmental or regulatory body or official or SRO that is directed to you personally, does not seek a response on behalf of Morgan Stanley and is unrelated to any Morgan Stanley business;
- Testifying, participating or otherwise assisting in any regulatory or governmental action or proceeding relating to a possible violation of a law, rule or regulation; or
- Making any other disclosures that are protected by any applicable law or regulation.

You do not have to notify Morgan Stanley of or obtain Morgan Stanley's prior authorization to engage in any such communications described above.

## Protecting Our Interests

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### Firm Systems and Electronic Communications

You are permitted to use Morgan Stanley's systems only for Firm business and limited and appropriate personal use. Firm systems are broadly defined as any technology owned by or made accessible by the Firm, including systems that facilitate verbal and electronic communications, that facilitate information processing, transmission, storage and access, and remote access. Firm systems include Firm-approved messaging systems and also Firm-approved applications on your personal device used for conducting Firm business.

Only Firm-approved messaging systems may be used to engage in electronic written communications regarding Firm business. Firm business includes interactions about Firm products, services or your substantive duties at the Firm. You may not use personal email, personal SMS/text messages, personal accounts on social networking applications or any other non-approved systems or applications for communications regarding Firm business. You may not create, disseminate or store any Firm information outside of Firm-approved applications.

### Protecting Firm Assets

You are responsible for safeguarding the tangible and intangible assets of the Firm and our clients, suppliers and business partners that are under your control, or under the control of the employees and

functions you supervise. Firm, client, supplier, business partner and other assets may be used only for approved purposes and in accordance with applicable licenses, terms and conditions. Assets include cash, securities, physical property, services, business plans, client and employee information, supplier information, intellectual property (code, programs, models and other items) and all other personal, proprietary and confidential information.

Misappropriation, misrepresentation, including fraudulent financial reporting, or unauthorized disclosure of Firm assets is a breach of your duty and may constitute fraud against the Firm, even when such acts are committed without personal gain. Similarly, carelessness, waste or unauthorized use in regard to Firm assets is also a breach of your duty.

## Communications with the Public

If you are involved in the preparation of materials for dissemination to the public or to our regulators, you must ensure that the information is accurate and complete. In particular, our senior financial officers, executive officers and directors must make accurate, complete, fair, timely and understandable disclosure in our public communications, including documents that we submit to our regulators.

Consult your business unit or regional policy for content standards and supervisory approval requirements that apply to your communications with the public. If you become aware of an inaccurate or misleading statement in a public communication, promptly raise the issue through one of the channels listed above.

## Your Personal Commitment

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Employees, officers and directors of Morgan Stanley continuously live our core values. Only by doing so can we realize the potential of our parts and the talents of our people around the world.

To reaffirm your commitment to Morgan Stanley's core values, we require that directors acknowledge this Code of Ethics, and that officers and employees acknowledge the Code of Conduct, which this Code of Ethics summarizes.