Data Reporting Split Guidelines - Reckitt Core and Essential Home

1. Introduction

1.1. Purpose

This document outlines the recommended data reporting split to be employed for new Reckitt Core and Essential Home separation. The objective is to facilitate efficient and secure reporting capabilities while maintaining controlled and restricted access only for those authorized personnel from each entity.

Scope of this document covers Trinity non-GxP and Trinity GxP (EDAP) Data Platforms. There are separate scenarios for AAS based and Databricks based reporting. Final layer is considered Power BI – in line with Reckitt approved data visualization tool standard.

1.2. Audience

1. Head of Data and Analytics – Reckitt Core
2. Head of Data and Analytics – Essential Home
3. Data Governance Team
4. Data Engineering Teams
5. Data Visualization Teams
6. Data Squads

1.3. Assumptions & Constraints

Business Continuity: All actions implemented under the Garden Program, in accordance with the guidelines outlined in this document, must not compromise business continuity for either Reckitt Core or Essential Home. Any required downtime must be minimal and scheduled outside of standard working hours whenever possible.

Infrastructure: Until the end of Transitional Service Agreement that is planned to close by the end of October 2027 (with possibility to extend by a further maximum of 12 months) all Essential Home reporting capabilities will be held on Reckitt infrastructure (Cloud or otherwise). All Essential Home reporting will be moved out of Reckitt infrastructure during the period of TSA according to EH guidelines and this activity will be performed by EH personnel. No EH related reporting can exist on Reckitt infrastructure post TSA end date.

Data Retention and Data Ownership: All data until the deal close (ETA October 2025) is owned and will be retained by Reckitt Core. Post TSA exit all EH reporting related data will be removed from Trinity, to comply with LFR requirements, this data will be kept in source system for the period mandated; this does not apply to data products for which Trinity is utilized as source system due to complexity of transformations (e.g. REACH). Details on data retention and amount of data provided to EH is part of separate documentation as periods between different applications will vary.

2. Business Split Logic

2.1. Key Data Assets in scope

The current data landscape at Reckitt can be divided in Data Domains, Product Streams, Regional IMEX Reporting and Capabilities:

Data Domains:

1. Finance
2. Customer
3. Consumer
4. Product
5. Material
6. Supplier
7. Employee

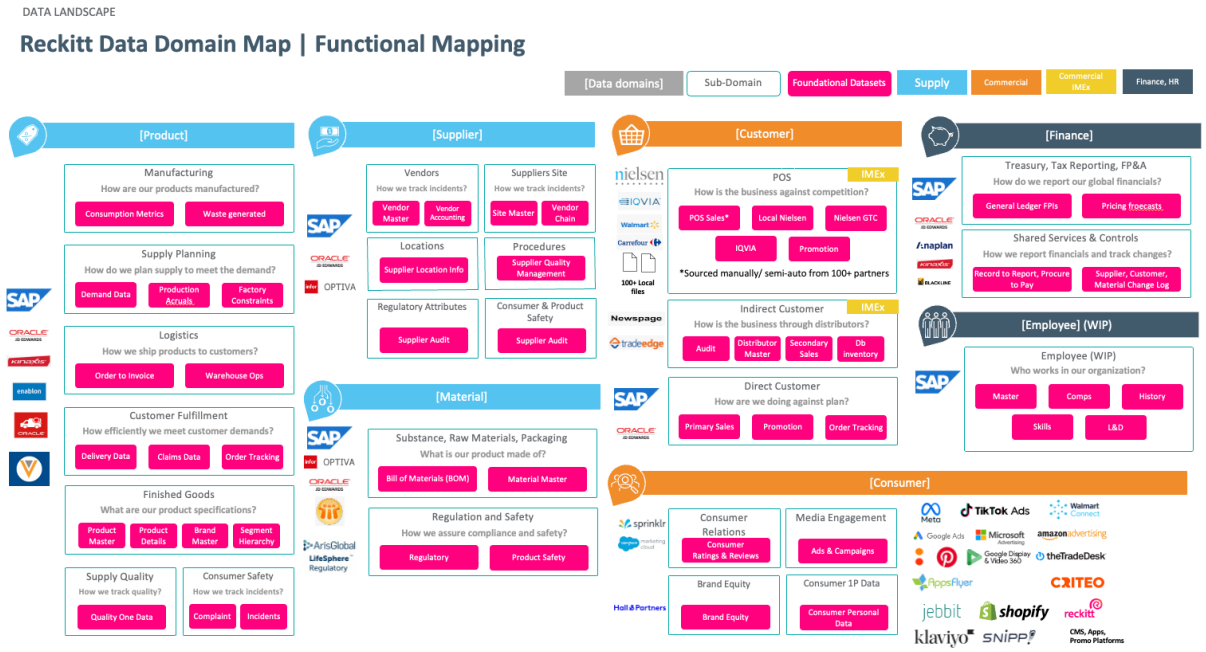
Product Streams:

8. Finance, ERP and Legal
9. Marketing & Sales
10. R&D
11. Supply
12. HR
13. IMEX Data Capabilities (not exhaustive list):
    - Veritas
    - Harbor Data Harmonization

Other Data Capabilities (not exhaustive list):

14. Genesis AI for Marketing

There are several Data Products that are base for multiple reports in scope of this split guideline. We assume that all considered reports use Power BI as visualization and consumption layer. In case any other tool would be used in this extent, the report split logic should be followed according to this document as much as possible with use of the tool. Below graph represents the Data Domains split along with key data sources and foundational data sets.



There's an important number of reports built on top of those foundational datasets. As an example, in Finance Data Domain: on top of "General Ledger FPIs" foundational dataset sourced from ERP systems through Fusion reporting application, there is a Fusion BI Group Reporting report built that is used as a

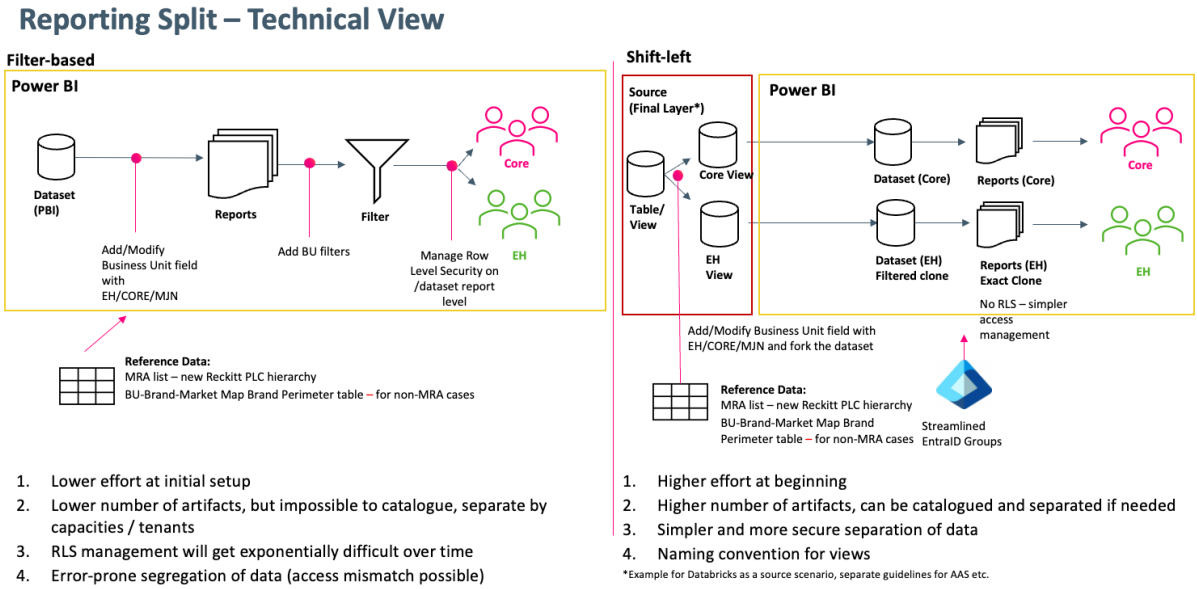
Group Reporting capability for Company Financials. There is currently no segmentation of data between Reckitt Core and EH. All personnel having access to the report can see data for both entities.

The situation described above creates an obvious risk as from the moment of Deal Closure, EH becomes formally a separate Company and all EH Personnel cannot have any access to Reckitt Core data, especially datasets of high confidentiality like Finance, HR or R&D.

The guidelines in this document presents approved ways of reporting separation which consider short-term resolution (logical separation during the TSA period) and long-term requirements (physical datasets separation).

2.2. Data Separation Approach – comparison of possible scenarios

Possible scenarios to separate the data:



In the current reporting landscape at Reckitt, there are two possible approaches. **The filter-based approach** maintains the existing infrastructure and tables without any modifications. Instead, access to Reckitt Core and Essential Home data is controlled through filters applied at the Power BI level. While this method offers the advantage of minimal implementation effort and does not require additional artifacts, it also comes with several disadvantages:

1. It is impossible to separately catalogue data for RC and EH – all datasets are still within the same Unity Catalog and same schemas. There is no data separation and there is no possibility to appropriately allocate infrastructure and computation cost to each entity: RC and EH.
2. It is vulnerable to access mismatch, high risk of applying wrong access for individuals which can result in unauthorized access to RC information by EH employees and vice-versa.
3. Security is based on RLS solution that has multiple disadvantages in comparison to physically separating the reports:
    a. Data exposure risks in PowerBI – despite implementation of RLS, users still have access to report and underlying data. There are known issues in PBI that can allow users to see more data than allowed by RLS, in case of small setup mismatches.
    b. Data leakage risk – if a report is shared with a user without RLS applied, unauthorized access to data occurs.
    c. Risk of misconfiguration – this solution is prone to risks of DAX measures bypassing the RLS restrictions (e.g. using ALL() or REMOVEFILTERS()).
    d. Poor performance and scalability – Power BI apply filters while querying data therefore applying RLS on large datasets slows down the reports. Scalability must be also considered as RLS increases maintenance.

Considering the point listed above proposed solution is **shift-left**. This approach has a disadvantage of incorporating considerably higher effort at the beginning, however, it has significant advantages and will result in less work in the future during TSA when physical separation must be implemented. In comparison to filter-based, the proposed architecture stands out in following areas:

1. This is the first step for logical and physical segregation. This approach assumes creating EH views under separate schemas and creating separate Power BI reports. This makes EH data easier to catalogue and it enables appropriate cost tracking. Additionally, during the TSA period, a standalone EH data platform will be built. This approach streamlines physical data separation and moving EH data assets to another platform as they are already catalogued and identified.
2. Security measures implemented by separating Power BI are significantly better than using RLS:
    a. Prevented unauthorized access – there is no risk of data overlook through poorly configured RLS. Each report has only RC or EH data, it is not possible to access other dataset as each report is built on separate view/s. Users will not be allowed to see the reports that they do not have physical access to.
    b. Simpler security management – access to reports will be authorized through EntraID security groups, there is no need to implement and maintain complex RLS rules.
    c. Improved performance – Each Power BI report queries only on relevant data (through the views). No additional dynamically applied filters reduce the processing time and enable delivering front end report to business user in shorter time.
    d. Security is implemented on 2 layers – both platform and consumption tool level for all possible access scenarios.
    e. Improved governance over data – it is easier to track what individuals are accessing which dataset and perform periodic access reviews which is especially crucial during the process of company split and personnel being moved between two entities.
3. This approach should be preferred by the potential buyers as it is more secure and easier to physically separate and move EH data to the new EH platform.
4. That level of separation will eventually be necessary from a legal standpoint in cases tied to PII data (e.g. account side contacts in customer datasets) or other privacy aspects.

2.3. Data Separation Approach – Unity Catalog

The data separation approach is heavily based on Databricks Unity Catalog. The current existing structure of UC must be copied and renamed with underscore "_EH". In that separate schemas all EH data should be stored. This will provide improved security as access to both schemas will be granted separately and will enable easier cost allocation to EH data assets.

2.4. Data Separation Approach – Mapping Tables

To separate the data two main master data tables will be used: MRA Hierarchy and Brand Perimeter.

For all reports that are based on the MRAs (Management Reporting Area) from Fusion, MRA Hierarchy "Reckitt PLC" should be used for mapping Reckitt Core and Essential Home data:

trinity_prod_domain_master.master_data_gold.dimension_mra_hierarchies

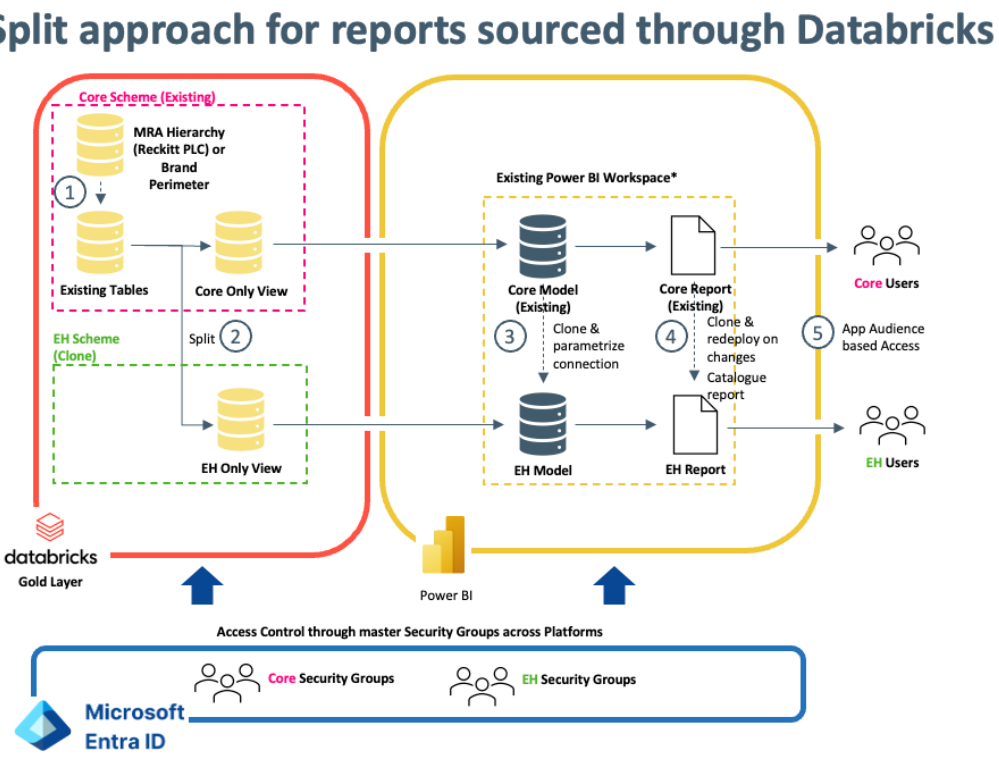
For all reports that are based on brand and country a mapping table "Brand_BU_Country_Mapping" should be used which can be found here:

trinity_prod_domain_master.master_data_gold.Brand_BU_Country_Mapping

In that table a mapping can be found including Brand Code, Brand Name, Country and Business Unit.

2.5. Data Separation Approach – Databricks/SQL Warehouse based reports

To separate the data between Reckitt Core and Essential Home in the scenario in which all reporting is built on top of Databricks/SQL a following flow should be used:



The following steps must be followed:

1. The existing table in consumption layer (Gold or Gold+ for Trinity Non GxP, and Semantic or Transform for Trinity GxP EDAP) to be joined with one of the mapping tables (MRA Hierarchy or Brand Perimeter – described in paragraph 2.3). Reckitt Core data to be carved out into separate Core view stored in the currently existing schema.
2. Based on the same mapping tables, EH data to be separated into mirror view and placed under EH schema.
3. Existing Power BI model to be duplicated. Reckitt Core PBI model to be connected to Core Databricks view, EH to be connected to EH view.
4. Existing Power BI report to be duplicated. Reckitt Core PBI report to be connected to Core PBI model, EH to be connected to EH PBI model. In case Core report is changed, the reflection of changes in EH version of report should be achieved by redeployment of Core Report file.
5. As a result, two identical but separate Power BI reports exist for each entity data to which access is granted based on the EntraID groups by default through Power BI App audiences.

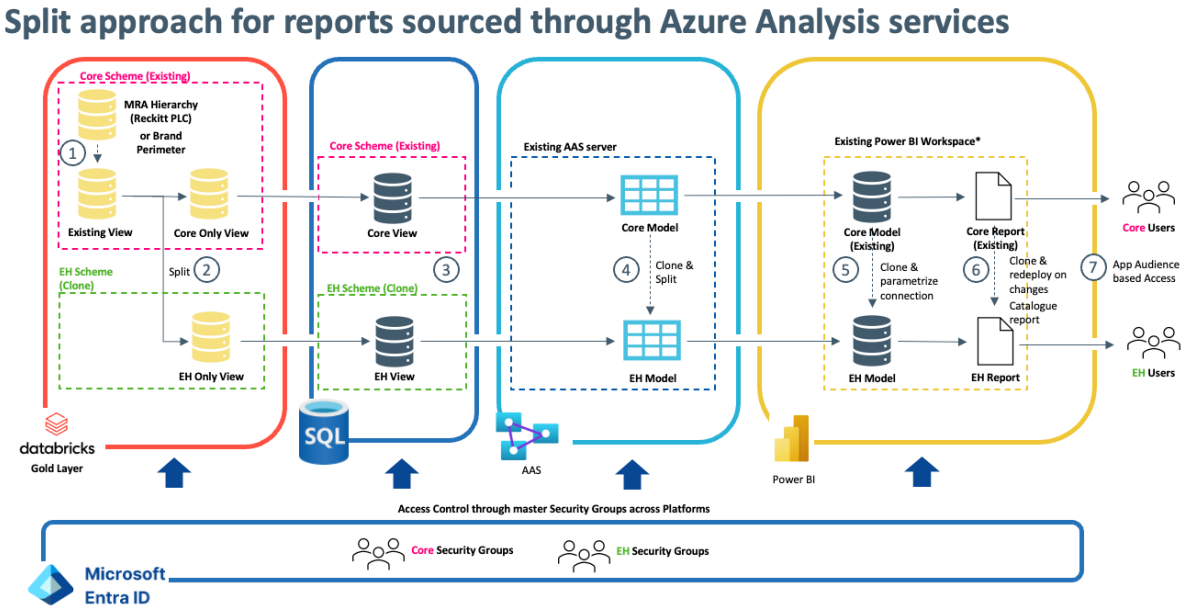
NOTE: for both Core and EH views mentioned in above points 1 and 2, non-materialized views should be used as Phase 1, where Phase 1 is considered to last whilst EH reports are sourced from Reckitt Core owned Trinity platform. This approach incorporates higher flexibility and refresh rate, required for LER changes.
Phase 2 is defined as physical separation to EH data platform and it should apply the materialized views approach.

NOTE: Dimensional tables should be cloned and EH related tables should be placed under separate schema in same way as fact tables.

Access to both platform layer and Power BI reports should be managed through EntraID groups. Personnel related to Core to have dedicated groups allowing access to Core datasets, business users should be granted access only to respective entity they are related to. Granting access to both Core and EH dedicated EntraID groups for one individual is forbidden unless required for technical validation of the data separation before close – such cases will be supported by dedicated groups for technical users responsible for separation project.

2.6. Data Separation Approach – Azure Analysis Services based reports

To separate the data between Reckitt Core and Essential Home in the scenario in which all reporting is built on top of Azure Analysis Services a following flow should be used:



The following steps must be followed:

1. The existing table in consumption layer (Gold or Gold+ for Trinity Non-GxP and Semantic or Transform for Trinity GxP EDAP) to be joined with one of the mapping tables (MRA Hierarchy or Brand Perimeter – described in paragraph 2.3). Reckitt Core data to be carved out into separate Core view stored in the currently existing schema.
2. Based on the same mapping tables EH data to be separated into mirror view and placed under EH schema.
3. SQL Warehouse data model must be separated according to the same rules as Databricks models.
4. Current tabular model in AAS Cube must be split into two separate models along with dimensional tables.
5. Existing Power BI model to be duplicated. Reckitt Core PBI model to be connected to Core AAS tabular model, EH to be connected to EH AAS tabular model.
6. Existing Power BI report to be duplicated. Reckitt Core PBI report to be connected to Core PBI model, EH to be connected to EH PBI model. In case Core report is changed, the reflection of changes in EH version of report should be achieved by redeployment of Core Report file.
7. As a result, two identical but separate Power BI reports exist for each entity data to which access is granted based on the EntraID groups by default by Power Bi App audiences.

NOTE: for both Core and EH views mentioned in above points 1 and 2 non-materialized views should be used as Phase 1, where Phase 1 is considered to last whilst EH reports are sourced from Reckitt Core owned Trinity platform. This approach incorporates higher flexibility and refresh rate, required for LER changes.
Phase 2 is defined as physical separation to EH data platform and it should apply the materialized views approach.

NOTE: Dimensional tables should be cloned and EH related tables should be placed under separate schema in same way as fact tables.

Access to both platform layer and Power BI reports should be managed through EntraID groups. Personnel related to Core to have dedicated groups allowing access to Core data assets, business users should be granted access only to respective entity they are related to. Granting access to both Core and EH dedicated EntraID groups for one individual is forbidden.

2.7. Data Separation Approach – Testing and validation of reports

Following the data separation, each respective team is responsible for thoroughly validating and testing the accuracy, completeness, and security of their designated data. This process ensures that all reports, dashboards, and data access controls function as intended and comply with business requirements. Any discrepancies or issues identified during testing must be promptly addressed before the separated data is fully operational.

2.8. Data Separation Approach – Tagging and naming convention of reports

To keep track of which reports were split and their data scope, it's important to fill out the report description. This step is mandatory for all global and regional reports.

All reports names should follow the specific naming convention:

Geography_FunctionName_BusinessUnit [Stage | Guest | Sensitive]

Syntax Examples:

1) LATAM_FI_Core [DEV | SEN]

LATAM Regional Report for Finance function containing only Core data in the Development stage containing sensitive data (SEN).

2) GLB_IT_Home [Guest]

Global Report for IT Function containing only Home data meant to be shared with external partner

Detailed explanation of the syntax can be found below:

1) Geography

Use the ISO3166 Alpha2 Country Code if the Workspace is dedicated for a specific country only:

Abbreviation	Description
GLB	Global
EU	Europe
EU-ANZ	Europe, Australia and New Zealand
NA	North America
LATAM	Latin America
AME	Africa, Middle East Europe
SOA	South of Asia
ASEAN	South East Asia
GC	Greater China

2) Functions

Abbreviation	Description
CA	Corporate Affairs
FI	Finance
LG	Legal
EC	Ethics & Compliance
PD	Productivity
HR	Human Resources
MF	Manufacturing

PR	Procurement
QT	Quality
CR	Consumer Relations
HC	Health & Safety
SC	Supply Chain
RD	Research and Development
RG	Regulatory
PLM	Product Lifecycle Management
MK	Marketing
ST	Sustainability
ER	eRB
SL	Sales
NG	New Growth Platform
MD	Master Data
IT	Information Technology
CF	Cross Function (use only for Country and Regional reporting)

3) Business Units

Abbreviation	Description
Legacy	Legacy solutions, data not partitioned between Essential Home and Core
Core	Data related exclusively to Reckitt Core
Home	Data related exclusively to Essential Home
Nutrition	Data related exclusively to Nutrition

4) Suffixes

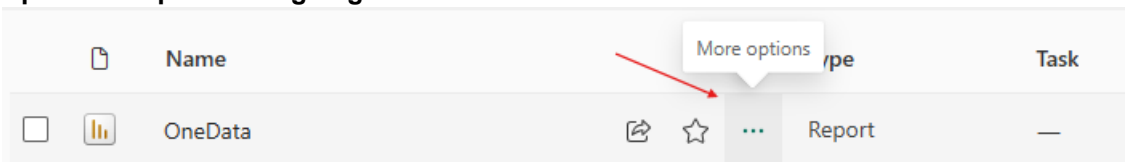
Stage – only required for the Non-Production workspaces. For PROD environment no additional suffix is required. Add "**DEV**" or "**TST**" suffix to indicate the stage.

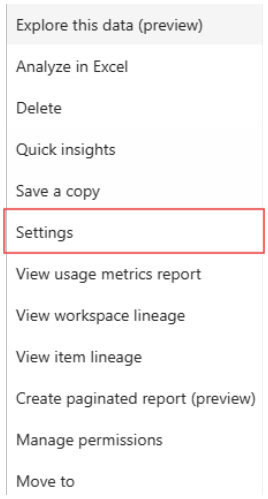
Guest – should be used only for reports that are meant to be shared with external partners. Add "**Guest**" suffix to indicate the workspace is used by individuals outside Reckitt.

Sensitive – required when the content of the report has sensitive company information e.g. Finance, HR or can contain PII data. Add "**SEN**" suffix to indicate report contains sensitive dat.

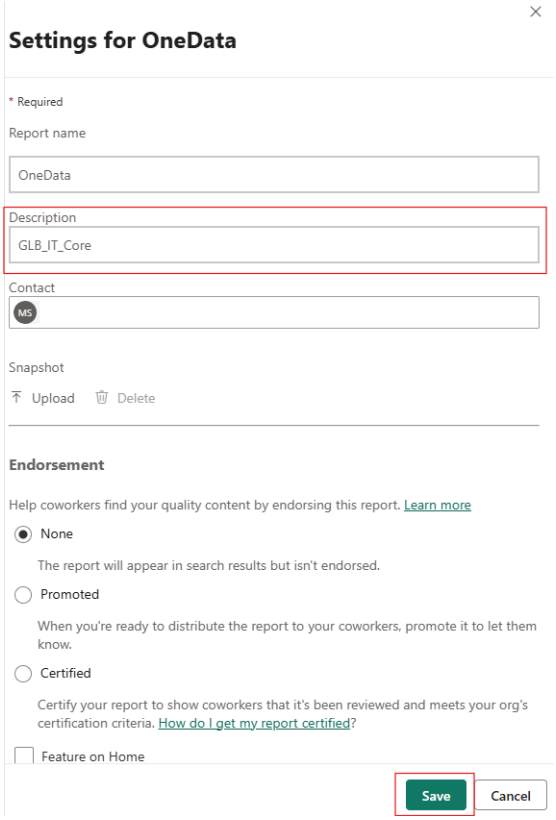
Steps to be followed:

Open the Report Setting Page:





Enter the Report Description using Naming Convention:



3. Business Glossary

- RC – Reckitt Core
- EH – Essential Home
- Trinity – Reckitt Data Platform
- RLS – Row Level Security
- AAS Cubes – Azure Analysis Services
- UC – Unity Catalog

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