

## **Q&A from 2025 Annual Meeting of Shareholders**

**Question: The calculation of the CEO Compensation Actually Paid total in the Pay Versus Performance Table for the past several years can dramatically differ from the CEO Total Compensation amount in the Summary Compensation Table. How does the Compensation Committee use the Compensation Actually Paid total compensation figures in its calculation of the CEO target total compensation award for the upcoming year.**

Response: The figures shown for Compensation Actually Paid to our CEO as shown in the Pay Versus Performance Table and the CEO's Total compensation as shown in the Summary Compensation Table have been disclosed in accordance with SEC rules, which require the registrant to adjust the CEO's Total Compensation in specific ways to derive Compensation Actually Paid.

As noted in the Compensation Discussion and Analysis section of our 2025 Proxy Statement, the Human Capital and Compensation Committee considers the Committee's pay for performance philosophy and performance-based compensation targets and outcomes when setting the CEO's target total compensation, as well as market data provided by the Committee's independent compensation consultant to determine peer companies and evaluate CEO and other NEO compensation against the peer group median, the executive's individual contributions and experience, the results of the annual shareholder vote on executive compensation (say on pay results) and other shareholder feedback from engagement meetings regarding our compensation program.