

Risk Factors Comparison 2025-03-07 to 2024-03-08 Form: 10-K

Legend: New Text ~~Removed Text~~ Unchanged Text Moved Text Section

Pursuant to the Executive Officer Clawback Policy (as may be amended pursuant to the terms thereof, the “ Policy ”), the undersigned acknowledges, agrees and confirms that he or she has (i) received and reviewed the Policy and (ii) been identified by the Board and / or Committee as an Executive Officer of the Company. Capitalized terms used but not defined in this Acknowledgement shall have the respective meanings ascribed to them in the Policy. To the extent of any inconsistency between the Policy and the terms of any employment agreement or other compensation plan, program, arrangement, or agreement under which any compensation has been or will be approved, granted, awarded, earned or paid to the undersigned, the terms of the Policy will prevail. By signing this Acknowledgement, the undersigned acknowledges and agrees that the undersigned is and will continue to be subject to the Policy and that the Policy will apply both during and after the undersigned’s employment with the Company or its subsidiaries. In addition, by signing below, the undersigned agrees to be bound by, and to comply with, the terms of the Policy, including, without limitation, by returning any Erroneously Awarded Compensation to the Company to the extent required by, and in a manner consistent with, the Policy. EXECUTIVE OFFICER By: Name: Date: A- 1