

Supplement to the Fidelity Investments Privacy Policy for UK and EU Residents participating in a qualifying Employer Sponsored Equity Compensation Plan

This Supplement for UK and EU residents participating in Employer Sponsored Equity Compensation Plans record kept by Stock Plan Services UK Limited is an extension of the Fidelity Investments Privacy Policy (our "Privacy Policy"). For more information on how we collect your data from your employer or from you, please see our Privacy Policy.

Transferring your personal data to other countries

To deliver our services, it may be necessary to transfer your personal data to the US or other locations. Some of these countries may not provide comparable protection to the laws of your home jurisdiction. We have established safeguards to protect personal information that is transferred to other countries, including appropriate contractual protections.

As described in our Privacy Policy, we may share personal data with third parties and within Fidelity. When we transfer personal data to a third-party service provider, we first conduct reviews of the service provider and then share the data only for purposes related to the services we provide to your employer (and to you as part of those services).

Your rights under the European Union's General Data Protection Regulation and the United Kingdom's Data Protection Act 2018

Under the European Union's General Data Protection Regulation and the United Kingdom's Data Protection Act 2018, you have the right to make certain requests to certain designated entities regarding your personal information.

(a) Requesting a copy of your personal data

You have the right to access the personal data that we have received and to have a copy of such data provided to you or someone else on your behalf. Certain personal data that we

hold may be viewed on the NetBenefits website. To request a copy of your personal data, please submit a request to your employer who will then coordinate a reply with Stock Plan Services.

(b) Letting us know if your personal data is incorrect

If you think any of the personal data we hold about you is inaccurate, please inform your employer who will then update the information with Stock Plan Services. You can modify any information you have shared with us directly by going to NetBenefits.

(c) Asking us to stop using or to erase your personal data

You have the right to object to our use of your personal data. You can ask us to delete it, to restrict its use, or to object to our use of your personal data for certain purposes. If we are still providing services to you in connection with the services we provide to your employer, we will need to continue using your information to deliver those services. In some circumstances we are obligated to keep processing your information for a fixed duration. To request an evaluation of your personal data to determine if we can stop using or erase it, please submit a request to your employer who will coordinate with Stock Plan Services.

If you are no longer an active participant in a qualifying Employer Sponsored Equity Compensation Plan

Please contact Stock Plan Services at 800-544-0275 to submit a request.

How long do we keep your personal data?

We retain your data for as long as necessary to meet our regulatory and contractual requirements.

Filing a complaint

Complaints may be mailed or provided by phone.

Stock Plan Services, Client Services

P.O. Box 770001 Cincinnati, OH 45277-0045

800-544-0275

Fidelity Stock Plan Services, LLC provides recordkeeping and administrative services to equity compensation plans.

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