

# MODERN SLAVERY, FORCED LABOUR AND CHILD LABOUR REPORT

## The Burton Corporation

### INTRODUCTION

This report has been prepared for the financial year ending May 2, 2026. It has been prepared to satisfy the supply chain transparency reporting requirements of three jurisdictions in which Burton operates or to which its reporting obligations extend:

Canada – Fighting Against Forced Labour and Child Labour in Supply Chains Act, Section 11

United Kingdom – Modern Slavery Act 2015, Section 54

Australia – Modern Slavery Act 2018 (Cth)

This report describes the steps that The Burton Corporation (“Burton”) has taken to prevent and reduce the risk of forced labour, child labour, and modern slavery in Burton’s global supply chain.

Note on terminology: the UK and Australian legislation use the term “modern slavery” while Canadian legislation uses the terms “forced labour” and “child labour”. Throughout this report, these terms are used interchangeably and should be understood as referring to the same spectrum of exploitation practices.

Burton’s Board of Directors has approved this report.

### 1. STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

#### Burton’s Structure

Burton is a private, U.S. corporation that is incorporated in the State of Vermont. Burton operates in Canada via its subsidiary, Burton Canada Company, in the United Kingdom via its subsidiary, Burton Sportartikel GmbH, and in Australia via its subsidiary, Burton Australia Pty Limited.

#### Burton’s Business & Activities

Burton is a business primarily focused on the manufacture and sale of snowboard products. Burton’s headquarters are located in Burlington, Vermont, USA. As of May 2, 2026, Burton employed approximately 900 individuals globally.

Burton’s main products include snowboards, bindings, boots, helmets, goggles, outerwear, and accessories. Burton operates in the action sports and outdoor recreation sector and produces and distributes goods across North America, South America, Europe, Australia, Asia-Pacific, and other global markets.

#### Burton’s Supply Chain

In the fiscal year ending May 2, 2026, Burton purchased and imported snowboarding hard and soft goods from suppliers across the globe, including suppliers located in Asia, North and South America, and Europe.

Tier 1 suppliers (direct manufacturers) are located primarily in China, Vietnam, Taiwan, Cambodia and Indonesia. Burton also nominates raw material and component suppliers at the tier 2 level, but these are not direct relationships.

#### Supply Chain Understanding and Known Gaps

Burton has full visibility of its tier 1 finished goods supply chain and is currently mapping all tier 2 suppliers, with about 75% of suppliers mapped so far. Burton conducts end-to-end supply chain mapping, down to raw material extraction, for high-risk materials. Burton reviews and updates its list of high-risk materials annually. Burton’s greatest gaps in visibility exist where factory sourced materials are used,

although this makes up a small percent of materials used. Visibility gaps also exist at the tier 3 and beyond level for lower-risk materials where Burton has not yet conducted full traceability.

#### Modern Slavery Risk Management Governance

The Burton Sustainability team is the primary team responsible for identifying, assessing, and responding to modern slavery risks within the supply chain. The Sustainability team is actively involved in all sourcing and supply chain decisions. Senior-level oversight is provided by the Senior Vice President of People & Impact.

#### Information Gathering

Information in this report was gathered through a combination of internal sustainability monitoring, facility audit results, output from Burton's risk intelligence tool, supplier questionnaires, and review of publicly available research and indices. Consultations across relevant internal departments, including Supply Chain, Legal, and Product teams, informed the development of this report.

#### Stakeholder Engagement

Burton engages with the following external stakeholders to support supply chain transparency and risk identification:

- Fair Labor Association (FLA) – industry initiative and accreditation body
- Third-party audit firms accredited by the FLA
- Civil Society Organizations based in countries of manufacturing

#### Continuous Improvement

Compared to the previous reporting period, Burton has continued to drive progress mapping tier 2 suppliers and leveraged internal tools to conduct end-to-end mapping of high-risk materials. In the next reporting period, Burton plans to conduct a formal Human Rights Due Diligence Assessment and complete supply chain mapping of tier 2 suppliers.

## **2. POLICIES & DUE DILIGENCE PROCEDURES**

All of Burton's manufacturing contracts require suppliers to adhere to all applicable laws, including all federal, provincial, municipal, local, or other laws, rules, statutes, regulations, orders, codes, judgments, decrees, treaties, or other requirements having the force of law.

### **Supplier Code of Conduct**

Burton's Supplier Code of Conduct (the "Code") commits to a standard of excellence in every aspect of our business and in every corner of the world. It requires ethical and responsible conduct in all of our operations, respect for the rights of all individuals, and respect for the environment. While Burton recognizes that there are different legal and cultural environments where facilities operate throughout the world, the Burton Code of Conduct outlines the core rules and responsibilities that all of our agents, vendors, suppliers, and associated facilities must follow. Burton is a member of the Fair Labor Association ("FLA") and has adopted the FLA Code of Conduct. The Burton Code of Conduct is based on the International Labor Organization's ("ILO") core labour standards and requires compliance with national laws where facilities operate. Burton prefers that its business partners strive to exceed the responsibilities outlined by the Burton Code of Conduct by creating sustainable solutions and implementing best practices and continuous improvement throughout all of their facilities.

Among other requirements, the Burton Code of Conduct explicitly states, "there shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor." And that "no person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher."

Burton has a zero-tolerance policy for human rights violations, including modern slavery, human trafficking, and child labour. Failure to comply with the Burton Code of Conduct may ultimately result in termination of the relationship between Burton and the supplier or manufacturer. This process is outlined in The Burton Corporation Supply Chain Sustainability Policies and Standards, which is publicly available on Burton's website.

### **Burton's Ethical Behavior Policy**

Burton's policy on business ethics is included as part of standards and principles outlined in Burton's Employee Handbook. This policy sets clear expectations for conduct and behavior of employees in all aspects of work as a representative of the company. This policy includes specific prohibition of all forms of forced and child labour. The policy also includes policies and procedures for employees reporting ethical behavior violations, protecting the anonymity of whistleblowers, preventing retribution or retaliation, and investigating reported violations of ethical behavior.

### **Burton's Workplace Code of Conduct and Fair Labor Association Membership Standards**

In 2020, Burton became an accredited member of the Fair Labor Association ("FLA"). The FLA is a nonprofit organization dedicated to protecting workers' rights and improving global working conditions. The FLA Workplace Code of Conduct is considered the gold standard for human rights compliance and social responsibility. Burton's Code of Conduct and Supply Chain Sustainability Standards follow the FLA Benchmarks and align with the International Labor Organization and UN Guiding Principles. These policies outline specific standards around labour practices that we expect our suppliers to uphold.

All tier 1 suppliers must agree to the Burton Supply Chain Sustainability standards (collectively, the "Standards"), which includes our Code of Conduct, prior to conducting business with Burton. Suppliers are also required to sign a Manufacturing Agreement upon entering into a business relationship with Burton. This legally binds suppliers to operate in compliance with all laws related to human rights, specifically those related to forced labour and human trafficking. Through this agreement, tier 1 suppliers agree to ensure all subcontractors and sub-suppliers adhere to our supply chain standards as well.

### **Sustainability Monitoring Policy**

Burton's Sustainability Monitoring Policy aims to improve our social and environmental impact in the communities in which we conduct business throughout the world. This policy applies to all facilities that produce finished goods for Burton or any of its subsidiaries, brands, licensees, or affiliates, including Burton and Anon. Burton monitors facilities involved in the manufacturing of Burton-branded products on a regular basis. Monitoring occurs for all finished goods facilities and may also occur for raw material suppliers. Monitoring includes, but is not limited to, facility audits conducted by a Burton-employed auditor or by an accredited third-party audit company nominated by Burton. Following an initial audit, Burton may audit a facility at any time, either announced or unannounced.

### **International Standards**

Burton's policies are aligned with the following international standards:

- ILO Core Labour Standards
- UN Guiding Principles on Business and Human Rights
- OECD Due Diligence Guidance for Responsible Business Conduct – reference and alignment only
- FLA Workplace Code of Conduct and Compliance Benchmarks

### **Communication and Enforcement of Policies**

Burton's policies are communicated to suppliers through the mandatory Manufacturing Agreement and the Burton Supply Chain Sustainability Policies and Standards, which are publicly available on Burton's website. Internal employees receive annual Code of Conduct training. Policies are enforced through

regular facility audits (announced and unannounced), and non-compliance may result in termination of the supplier relationship.

### **Stakeholder Engagement in Policy Development**

Burton developed and continues to refine its policies in collaboration with the FLA, whose benchmarks are incorporated into Burton's Code of Conduct.

### **Continuous Improvement**

In the next reporting period, Burton plans to have a formal Human Rights Policy published on the Burton website.

## **3. FORCED LABOUR, CHILD LABOUR AND MODERN SLAVERY RISKS**

Burton uses sustainability monitoring results as a foundational part of its sourcing and supply chain strategy, influencing how we assess, select, and evolve supplier relationships. The Burton Sustainability team is actively involved in all sourcing and supply chain decisions.

### Risk Assessment Frequency and Governance

In May 2026, Burton began participation in a pilot of the Fair Labor Association's (FLA) Risk Assessment Tool, developed under the FLA's Supply Chain Action Network (SCAN) as a strategic tool for advancing human rights due diligence across upstream value chains. The tool is built on a human rights centered framework grounded in the UN Guiding Principles on Business and Human Rights. The tool evaluates risk across country, business, and facility levels by combining automated external risk data, including country-level human rights indices and the U.S. TVPRA List of Goods Produced by Child Labor or Forced Labor, with Burton's own sourcing and supplier data to generate a weighted, aggregated risk score. The goal of this pilot is to enable Burton to identify hotspots, prioritize facilities for deeper assessment, and allocate due diligence efforts proportionately. The Burton Sustainability team is responsible for coordinating the pilot and interpreting outputs to inform action planning. As part of the pilot, Burton will provide structured feedback to the FLA to support refinement of the tool. The results of the pilot, including any risk findings and planned mitigation measures, will be shared in Burton's next reporting period.

### Identifying and Assessing Risks

Burton identifies and assesses modern slavery risks through the following methods:

- A proprietary risk intelligence tool assessing over 50 political, economic, environmental, and social risk factors across all international operations and supply chain geographies
- Regular facility audits (announced and semi-unannounced) by Burton-employed or accredited third-party auditors
- Review of publicly available risk indices and research, including the Global Slavery Index, ILO Indicators of Forced Labor, and the U.S. Department of Labor List of Goods Produced by Child Labor or Forced Labor
- Supplier questionnaires and self-assessments
- Burton's Worker Hotline, available to workers at Burton's finished goods supplier facilities

### Geographic Risk Management

Due to political, environmental, and human rights issues, there are certain geographic regions that are deemed unacceptable for the manufacture of Burton products. Burton reserves the right to restrict or prohibit sourcing from certain geographies that are identified as high risk. Risk pertaining to specific geographies is evaluated on an ongoing basis as manufacturing risk is a continually evolving situation.

### Highest Priority Risks to Workers

Based on Burton's risk assessments, the following are identified as the highest priority modern slavery risks to workers in Burton's supply chain:

- Deceptive recruitment practices in countries with large migrant workforces, such as Taiwan, Thailand and the UAE, among migrant employees in Burton's tier 1 and 2 manufacturing partner facilities.
- Forced labor and/or deceptive recruitment practices in upstream suppliers and sub-contractors where Burton has indirect relationships and limited visibility.
- Forced labor affecting employees in cotton and aluminum supply chains in China.

### Stakeholder Engagement for Risk Identification

Burton engages with the FLA, relevant Civil Society Organizations, international development organizations, accredited third-party auditors, and unions to identify and prioritize supply chain risks.

### Continuous Improvement

In the next reporting period, Burton plans to conduct a formal Human Rights Due Diligence Assessment and develop action plans to address the significant risks identified. Burton also plans to expand the scope of our monitoring program to include tier 2 suppliers.

## **4. DUE DILIGENCE, REMEDIATION MEASURES, AND REMEDIATION OF LOSS OF INCOME**

### Prevention and Mitigation

Burton's proactive measures to prevent and mitigate modern slavery in its supply chain include:

- Mandatory Manufacturing Agreement requiring tier 1 suppliers to comply with all applicable human rights laws and to flow down standards to sub-suppliers
- Regular facility audits (announced and unannounced) by Burton-employed and accredited third-party auditors for all finished goods factories
- Geographic sourcing restrictions: Burton prohibits sourcing from regions identified as unacceptably high risk
- Ongoing monitoring via Burton's risk intelligence tool covering 50+ risk factors
- Annual supplier review of compliance with Burton's Supply Chain Sustainability Standards
- Burton employee and supplier training

### Grievance Mechanisms

Any worker within the global supply chain, including trade union and worker representatives, can anonymously submit grievances about working conditions and labor violations to the Burton Hotline email inbox. Violations against local or national labor law, or the FLA Code of Conduct and Compliance Benchmarks, may be submitted. Burton Global corporate and retail employees may also use the Burton Hotline to report any workplace ethics violations or concerns.

The Burton Hotline email address is included in the Burton Code of Conduct distributed to all tier 1 and 2 supplier facilities. The Code of Conduct is also distributed to all direct Burton Global employees through the Employee Handbook. All employees, including global supply chain workers and direct employees, are required to participate in training on the Burton Code of Conduct upon being hired.

### Human Rights Due Diligence Approach

Burton's current human rights due diligence approach is primarily operationalized through: (a) supplier pre-qualification via mandatory agreement to the Burton Code of Conduct and Standards; (b) ongoing

monitoring via facility audits; and (c) the risk intelligence tool used to evaluate and restrict sourcing from high-risk geographies. Burton has committed to conducting a formal Human Rights Due Diligence Assessment in a future reporting period to strengthen this approach.

#### Remediation Measures

Should Burton become aware of forced or child labour in its activities and supply chain, Burton will take immediate remedial and preventative action.

In 2024, Burton was identified as having a business connection to several Taiwanese fabric mills accused of forced labor practices by an investigation conducted by an NGO, called Transparentem. Through our own due diligence, we established an indirect connection to one of the mills identified and verified the forced labor indicator claims. Specifically, it was reported that migrant workers employed by the mill paid their own recruitment fees. This mill supplied material for Burton products. For the other mills in question, we established that they were connected to our suppliers but did not make materials for Burton products.

Although the practice of charging workers for recruitment fees is legal in Taiwan, we recognize that it can make workers vulnerable to exploitation. Recognizing this, we wanted to hold ourselves and our suppliers to a higher standard. Our sustainability team has participated in efforts to remediate the situation at the mill in question and in advocacy efforts to create lasting, industry-wide improvements – following the guidance of the Fair Labor Association throughout. These efforts are ongoing and are described below.

We continue to work collaboratively with a brand group and CSOs, Verite and DIWA, on a joint corrective action plan with the mill in question. This group has overseen and verified the mill's reimbursement of recruitment fees and other costs to every current and past employee in scope of the investigation.

Burton also signed onto an advocacy Letter to the Taiwan Government Regarding Migrant Worker Protections (sponsored by FLA/AAFA), calling for strengthening of local labor laws. Burton became a signatory of the AAFA & FLA's joint commitment to Responsible Purchasing Practices.

In 2026, Burton was named in a Uyghur Human Rights Project (UHRP) report about international brands in the winter tourism industry in the Xinjiang region in China. Burton does not source from or manufacture in the Xinjiang region, and its geographic sourcing restrictions and supplier agreement requirements explicitly prohibit the use of suppliers operating in Xinjiang. Burton China, a joint venture between the Burton Corporation and a Chinese partner, sells product through resort retail channels in the Xinjiang region.

We are taking accountability for enforcing our sustainability commitments throughout our supply chain and facilitating collaborative and independent remediation efforts, acknowledging the limitations of our leverage and influence in some cases. We have strengthened our commitment to responsible purchasing practices and supply chain traceability, to help prevent and mitigate risks associated with forced labor throughout our supply chain.

#### Remediation of Loss of Income

To date, Burton is not aware of any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As a result, Burton has not taken any remedial measures with respect to loss of income as a result of efforts to reduce forced and child labour. Should such circumstances arise, Burton would work with relevant stakeholders to identify appropriate remediation.

#### Business Model Consideration

Burton conducts an anonymous Responsible Purchasing Practices survey annually for all tier 1 finished goods suppliers to provide feedback on a wide range of Burton's business and purchasing practices.

Burton developed this survey in alignment with the Better Buying Purchasing Practices Index (BBPPI). Burton uses the results of this survey to conduct a tailored Responsible Purchasing Practices training for all Product, Merchandising and Sourcing employees. During training, Burton identifies improvements needed to mitigate and prevent human rights risks that may occur due to the business' purchasing practices and develops corresponding solutions.

#### Continuous Improvement

Compared to the previous reporting period, no changes in due diligence or remediation approaches have been made. In the next reporting period, Burton plans to develop a human rights risk dashboard that will help Burton approach due diligence in a more strategic and proactive way.

## **5. TRAINING**

#### Internal and External Training

All Burton employees participate in Code of Conduct training annually. Burton employees who engage regularly with suppliers, including members of the Supply Chain and Product teams, are also required to participate in the Burton Identification and Prevention of Forced Labor & Human Trafficking training on an annual basis. This training provides in-depth information about how to define, identify, and prevent forced labor and human trafficking in the supply chain. Burton also offers training for employees on other responsible sourcing topics, including Responsible Purchasing Practices.

Training participants:

- Workplace Code of Conduct training: All employees are required to participate annually.
- Identification and Prevention of Forced Labor Training: All employees required to participate annually.
- Responsible Purchasing Practices Training: All Sourcing, Supply Chain, Product and Merchandising team employees required to participate annually.
- Executive-level staff are required to participate in all required employee training specified above.
- Supplier training: Specific, focused training is provided to suppliers where risk is identified through due diligence efforts. These trainings include eLearning courses developed by the FLA and other NGOs, in person social dialogue and freedom of association training, onsite CAP verification and training, and more.

#### Training Program Materials

All Burton employees- including members of our Supply Chain, Sourcing and Product teams- are required to participate in Burton's Identification and Prevention of Forced Labor & Human Trafficking training on an annual basis. This training, which is an online module containing case studies, quiz questions and annually updated statistics, provides in depth information about how to define, identify and prevent forced labor and human trafficking in the supply chain. The purpose of the training is to help employees better understand these human rights abuses and how each presents a unique risk to the global supply chain. The training also equips employees with the skills and knowledge to recognize indicators of forced labor and provides clear guidance for reporting any potential risks.

In addition, all employees are required to participate in Burton's Workplace Code of Conduct training annually. This training, an online module containing quiz questions, ensures our employees are informed of the most up to date policies regarding supply chain traceability, as well as our standards regarding workers' rights, safety, and wellbeing.

All Sourcing, Supply Chain, Product and Merchandising team employees are required to participate annually in Burton's Responsible Purchasing Practices (RPP) training. This training is conducted live, in person and educates employees on RPP best practices, as well as shares results of Burton's annual Supplier Purchasing Practices Survey. This annual survey provides the opportunity for every Burton

supplier to provide anonymous feedback on Burton's purchasing practices across several topics (as defined by the Better Buying Institute) including Planning & Forecasting, Costing and Payment Terms. Results from the survey are evaluated annually each year by the Burton Sustainability Team, who then presents results during the annual RPP training and hosts a discussion on how to implement RPP improvements going forward.

#### Training Program Development

The Code of Conduct training and Forced Labor & Human Trafficking training were developed by internal employees at Burton using guidance from international human rights organizations including the OECD and ILO, and Fair Labor Association. The FLA's Benchmarks and ILO standards directly inform the content of both training programs.

#### Continuous Improvement

Compared to the previous reporting period, Burton has updated each training to reflect social, political, economic and military global developments which impact modern slavery risks in the supply chain. In the next reporting period, Burton plans to provide additional translated versions of training for better engagement and understanding from global employees. Burton will implement mechanisms to better track and gauge employee retention of training content. Burton plans to expand its supplier training curriculum to better target suppliers' specific and most significant risks as well.

## **6. ASSESSING EFFECTIVENESS**

#### Goals

Burton's goals for the current and upcoming reporting period include:

- Maintain 100% audit coverage of finished goods factories within a two-year cycle;
- Complete a formal Human Rights Due Diligence Assessment;
- Develop action plans to address the highest-priority risks identified in the HRDD Assessment;
- Automate end-to-end traceability processes for high-risk material supply chains; and
- Complete mapping of tier 2 suppliers.

#### Key Performance Indicators (KPIs)

Burton tracks the following indicators to measure progress:

- Percentage of finished goods factories audited within the two-year cycle;
- Number of supplier audits conducted per reporting period;
- Audit scores and findings from supplier audits conducted annually;
- Number of employees participating in Forced Labor Prevention, Code of Conduct and Responsible Purchasing Practices training; and
- Percentage of suppliers mapped through tier 2.

#### Monitoring and Evaluation Governance

The Burton Sustainability team is responsible for setting goals and KPIs, tracking implementation, and reporting findings internally. Senior-level oversight is provided by Senior Vice President of People & Impact.

#### Use of Data

Burton uses quantitative data from audit results, risk tool outputs, and supplier questionnaires to assess the effectiveness of its measures, while also incorporating qualitative data sources including worker interviews during audits, supplier survey feedback, and onsite training results and feedback.

## Audit Process

The Burton Social and Environmental Responsibility Audit is conducted to verify supplier facility compliance with the FLA Workplace Code of Conduct and Compliance Benchmarks. Burton requires suppliers to maintain a complete and up-to-date list of the local, national, and international laws applicable to operations, including the prohibition of forced labor, which is verified during the audit.

At Burton's discretion, audits will be conducted regularly for every facility. Every finished goods factory will be audited at least once within a three-year period. At Burton's discretion, a recent full on-site audit report conducted by an accredited third-party may be accepted for review against Burton's standards. All agents that change production facilities are liable to pay for an initial audit to approve any new facility prior to starting production.

## Evidencing Outcomes

During the reporting period, Burton conducted social compliance audits across finished goods supplier facilities in 9 countries, including China, Vietnam, Indonesia, Cambodia, Thailand, Taiwan, Turkey, Slovenia, and Peru. Audits were conducted using a range of accredited third-party and internal audit methodologies, including SMETA 4-Pillar, WRAP, BSCI, SA8000, Better Work, Fair Trade, and Burton internal audits. Of the audited facilities, 48% received a 90% or better on the audit, and 43% received an 80% or better, reflecting compliance with FLA Standards; 9% of facilities received a 70% or better, indicating more significant areas of concern requiring follow-up. Across all audited facilities, the most prevalent major and moderate findings related to Health & Safety (identified in 16 facilities), Wages & Working Hours (12 facilities), Labor practices (5 facilities), Management systems (5 facilities), and Environment (2 facilities). Corrective Action Plans (CAPs) were issued for all facilities with identified non-conformances: 38% of CAPs have been fully closed, meaning remediation has been verified as complete, while 62% of CAPs remain open, with remediation activities ongoing. Burton continues to monitor open CAPs through regular follow-up with suppliers and will track resolutions through the next reporting period.

## Continuous Improvement

In line with the previous reporting period, Burton has continued monitoring all tier 1 facilities on a regular basis, requiring each facility to undergo a social and environmental compliance audit at least every 24 months. In the next reporting period, Burton plans to develop and roll out a risk-based monitoring program for strategic tier 2 suppliers.

## **7. ADDITIONAL INFORMATION**

### Challenges

Burton acknowledges the following challenges in responding to legislative requirements:

- Limited visibility into sub-tier supply chain (beyond Tier 1), which makes it difficult to fully assess forced labor and child labor risks at the raw material stage
- Countries with a high migrant workforce and risk of deceptive recruitment practices, along with weak migrant employee protection laws

## **ATTESTATION**

This Report was approved pursuant to subparagraph 11(4)(a) of the Canadian Supply Chains Act by the Board of Directors of Burton. Burton also confirms that this report is intended to satisfy the transparency reporting obligations under Section 54 of the UK Modern Slavery Act 2015 and Section 16 of the Australian Modern Slavery Act 2018, to the extent applicable.

In accordance with the requirements of the Acts, I, the undersigned, attest that I have reviewed the information contained in the report for the entity specified below. Based on my knowledge, and having

exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects, for the purposes of the Act, for the reporting year specified above.

I make the above attestation in my capacity as a director of the Board of Directors of Burton.

I have the authority to bind Burton.

**THE BURTON CORPORATION, AS PARENT  
COMPANY TO BURTON CANADA  
COMPANY, BURTON SPORTARTIKEL  
GmbH, AND BURTON AUSTRALIA PTY LTD.**

Per:  \_\_\_\_\_

Name: John Lacy

Title: Chief Executive Officer

Date: May 29, 2026