



Recovery of Erroneously Awarded Compensation

This notice is a follow-up to the NYSE’s communication on September 8, 2023 (Issuer Communication) regarding the NYSE and NYSE American rules pertaining to Recovery of Erroneously Awarded Compensation.

All issuers will be required to comply with Section 303A.14 of the **NYSE Listed Company Manual** or Section 811 of the **NYSE American Company Guide** by December 1, 2023 and confirm to the Exchange **no later than December 31, 2023** via **Listing Manager**, either: 1) its adoption of a compensation recovery policy by December 1, 2023 or 2) its reliance on an applicable exemption.

Specifically, the affirmation to facilitate this can be accessed here: **Listing Manager**.

In addition, issuers submitting initial applications for securities to be listed on or after October 2, 2023 will be required to confirm the adoption of a compensation recovery policy as part of its initial listing application in Listing Manager. The affirmation to facilitate this can be accessed here: **Listing Manager**.

We encourage you to provide a copy of this memo to appropriate executives and outside advisers who handle matters related to your listing on the NYSE Exchanges. Please do not hesitate to contact the staff at 212-656-4542 with any question or concern you may have. Separately, if you have questions about access to **Listing Manager**, please contact listingmanager@nyse.com.