

ANNOUNCEMENT OF PROCESS CHANGE

BNY MELLON DEPOSITARY RECEIPTS



January 25, 2022

We will be making certain changes to our processes in response to the EU Central Securities Depository Regulation's Settlement Discipline Regime.

These changes will be made for the following markets:

- Austria
- Belgium
- Czech Republic
- Denmark
- Finland
- France
- Germany
- Hungary
- Ireland
- Italy
- Lithuania
- Netherlands
- Norway
- Poland
- Portugal
- Slovenia
- Spain
- Sweden

For issuance transactions, starting on February 1, 2022, our custodians will not accept shares for the issuance of DRs where the intended settlement date of the transaction is in the past. All other aspects of the process remain the same, including the requirement to provide the custodian with valid onward DR delivery instructions.

For cancellation transactions, starting with DRs received in good order and accepted for cancellation on February 1, 2022, we will use an intended settlement date of the next business day in the relevant home country market for the delivery of ordinary shares transaction. All other requirements of the process remain the same, including the requirement to provide valid onward ordinary share delivery instructions and payment of the cancellation fee.

PLEASE SEE INVESTOR DISCLOSURE ON LAST PAGE.

To learn more about Depositary Receipts, please contact DRBrokerSolutions@bnymellon.com or visit our website at adrbnymellon.com.

For Settlement specific inquiries, please contact DRsettlements@bnymellon.com.

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Nothing herein shall be deemed to constitute an offer to sell or a solicitation of an offer to buy securities.

BNY Mellon collects fees from DR holders pursuant to the terms and conditions of the DRs and any deposit agreement under which they are issued. From time to time, BNY Mellon may make payments to an issuer to reimburse and/or share revenue from the fees collected from DR holders, or waive fees and expenses to an issuer for services provided, generally related to costs and expenses arising out of establishment and maintenance of the DR program. BNY Mellon may pay a rebate to brokers in connection with unsponsored DR issuances; brokers may or may not disclose or pass back some or all of such rebate to the DR investor. BNY Mellon may also use brokers, dealers or other service providers that are affiliates and that may earn or share fees and commissions.

BNY Mellon may execute DR foreign currency transactions itself or through its affiliates, or the Custodian or the underlying Company may execute foreign currency transactions and pay US dollars to BNY Mellon. In those instances where it executes DR foreign currency transactions itself or through its affiliates, BNY Mellon acts as principal counterparty and not as agent, advisor, broker or fiduciary. In such cases, BNY Mellon has no obligation to obtain the most favorable exchange rate, makes no representation that the rate is a favorable rate and will not be liable for any direct or indirect losses associated with the rate. BNY Mellon earns and retains revenue on its executed foreign currency transactions based on, among other things, the difference between the rate it assigns to the transaction and the rate that it pays and receives for purchases and sales of currencies when buying or selling foreign currency for its own account. The methodology used by BNY Mellon to determine DR conversion rates is available to registered Owners upon request or can be accessed at <https://www.adrbnymellon.com/us/en/news-and-publications/dr-issuers/drs-foreign-exchange-pricing-disclosure.pdf>.

In those instances where BNY Mellon's Custodian executes DR foreign currency transactions, the Custodian has no obligation to obtain the most favorable exchange rate or to ensure that the method by which the rate will be determined will be the most favorable rate, and BNY Mellon makes no representation that the rate is the most favorable rate and will not be liable for any direct or indirect losses associated with the rate. In certain instances, BNY Mellon may receive dividends and other distributions from an issuer of securities underlying DRs in U.S. dollars rather than in a foreign currency. In such cases, BNY Mellon will not engage in or be responsible for any foreign currency transactions and it makes no representation that the rate obtained by an issuer is the most favorable rate and it will not be liable for any direct or indirect losses associated with the rate.

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