



## Stock Plan Services

# Enroll in your Employee Stock Purchase Plan (ESPP)

A quick-start guide



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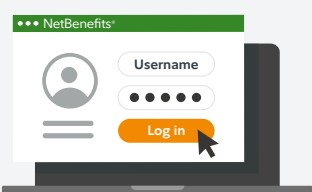


## Stock Plan Services

# Enroll in your Employee Stock Purchase Plan (ESPP)—A quick-start guide

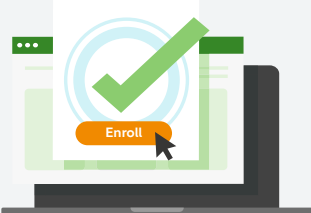


Your company stock plan can play an important role in your overall financial wellness. The shares you buy—easily purchased through automatic payroll deductions—can be cashed out for short- and long-term goals. **Follow these simple steps to enroll.**



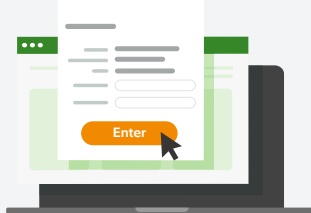
**1 Visit [NetBenefits.com](https://www.netbenefits.com)**

Select the **Outside US employees** tab to log in or register as a new user.



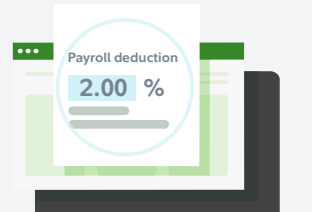
**2 Enrol in your plan**

Click **Enrol** on the **Plan summary screen**. If you have an account, you can skip to **step 4**.



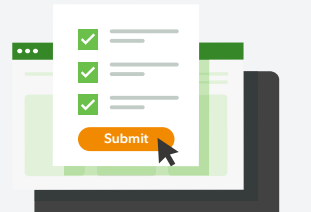
**3 Enter and confirm your information**

**Review and verify** your personal details.

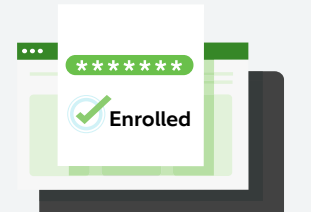


**4 Continue to enrolment elections**

**Choose how much** you want to deduct from each paycheque.



**5 Review and submit enrolment details and elections**



**6 Note your confirmation number**

Keep this information for your records.

For further assistance, contact a Fidelity Stock Plan Services representative. Calling instructions can be found at [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Investing involves risk, including risk of loss.

Make sure you open your account. If you don't, you may be subject to additional US IRS-mandated tax withholding on certain transactions.

Fidelity Stock Plan Services, LLC, provides record-keeping and/or administrative services to your company's equity compensation plan, in addition to any services provided directly to the plan by your company or its service providers.

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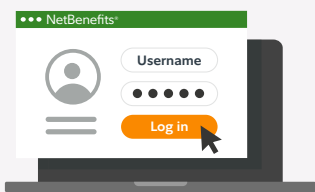


## Stock Plan Services

# Enroll in your Employee Stock Purchase Plan (ESPP)—A quick-start guide

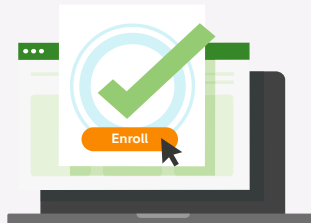


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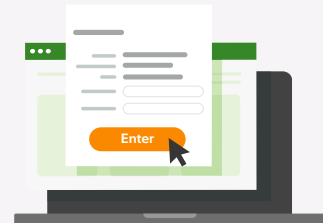
### 1 Visit [NetBenefits.com](https://www.netbenefits.com)

Select the **Outside U.S. Employees** tab to log in or register as a new user.



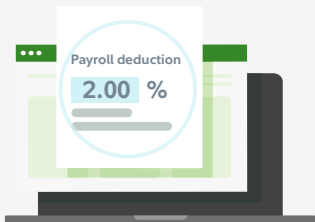
### 2 Enroll in your plan

Click **Enroll** on the **Plan Summary** screen. If you have an account, you can skip to **step 4**.



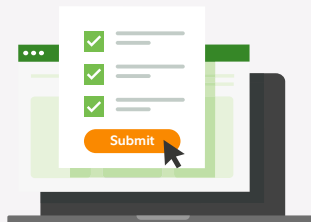
### 3 Enter and confirm your information

**Review and verify** your personal details.

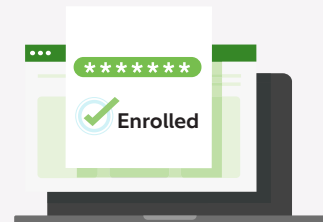


### 4 Continue to enrollment elections

**Choose how much** you want to deduct from each paycheck.



### 5 Review and submit enrollment details and elections



### 6 Note your confirmation number

Keep this information for your records.

For further assistance, contact a Fidelity Stock Plan Services representative. Calling instructions can be found at [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Investing involves risk, including risk of loss.

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Services du plan d'actionnariat

# Adhésion à votre Régime d'actionnariat des salariés (RAS) - Guide de démarrage rapide



Le plan d'actionnariat de votre société peut contribuer grandement à votre bien-être financier global. Les actions que vous achetez (via un mécanisme simple de retenue sur votre bulletin de salaire) peuvent être liquidées pour réaliser des projets à court et long terme. **Suivez simplement ce process pour adhérer au plan.**



## 1 Allez sur [NetBenefits.com](https://NetBenefits.com)

Cliquez sur l'onglet « **Outside U.S. Employees** » (**Employés résidant hors des États-Unis**) pour vous connecter ou inscrivez-vous si vous êtes un nouvel utilisateur.



## 2 Adhérez à votre plan

Cliquez sur « **Enroll** » (**Adhérer**) à partir de l'écran « **Plan Summary** » (**Résumé du Plan**). Si vous avez déjà ouvert un compte, vous pouvez passer directement à l'étape 4.



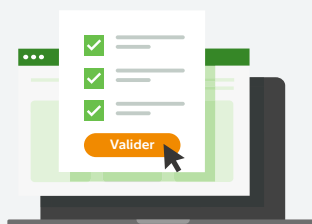
## 3 Saisissez et sauvegardez vos informations

Révissez et vérifiez vos informations personnelles.

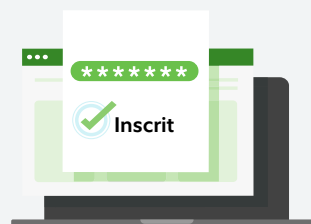


## 4 Passez aux options de l'adhésion

Indiquez quel montant vous voulez déduire de chacun de vos salaires.



## 5 Vérifiez et validez les renseignements et options de l'adhésion



## 6 Notez votre numéro de confirmation

Conservez ces informations pour vos dossiers.

Pour obtenir de l'aide supplémentaire, contactez un représentant de Fidelity Stock Plan Services. Les instructions pour les contacter par téléphone sont consultables sur [Fidelity.com/globalcall](https://Fidelity.com/globalcall).

Investir comporte des risques, y compris celui de perdre de l'argent.

N'oubliez pas d'ouvrir votre compte. Sinon, vous risquez de faire l'objet d'une retenue fiscale obligatoire supplémentaire de la part de l'IRS américain sur certaines transactions.

Fidelity Stock Plan Services, LLC fournit des services de tenue de dossiers et/ou d'administration relatifs au plan de rémunération en actions de votre société, en plus de ceux assurés par votre société et ses prestataires de services concernant le plan.

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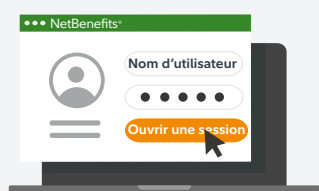


Services du régime d'actionariat

# Inscription à votre régime d'achat d'actions des employés (RAAE) : un guide de démarrage rapide

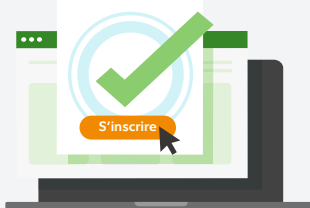


Le régime d'actionariat de votre entreprise peut jouer un rôle important dans votre bien-être financier général. Les actions que vous achetez — facilement par l'entremise de retenues automatiques sur la paie — sont encaissables à des fins d'objectifs à court et à long terme. **Suivez les étapes simples ci-dessous pour vous inscrire.**



## 1 Rendez-vous sur le site [NetBenefits.com](https://www.netbenefits.com)

Sélectionnez l'onglet **Outside U.S. Employees (Employés résidant hors des États-Unis)** pour ouvrir une session ou pour vous enregistrer comme nouvel utilisateur.



## 2 Inscrivez-vous à votre régime

À partir de l'écran **Plan Summary (Sommaire du régime)**, cliquez sur **Enroll (S'inscrire)**. Si vous avez déjà un compte, passez à l'étape 4.



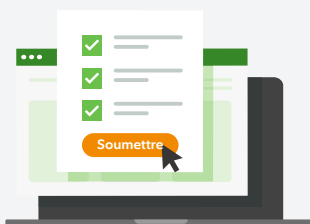
## 3 Saisissez et confirmez vos renseignements

**Examinez et vérifiez** vos détails personnels.

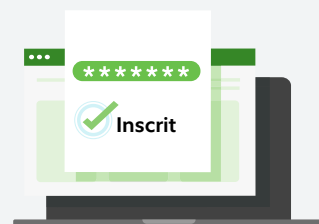


## 4 Poursuivez aux choix

**Choisissez le montant** que vous souhaitez retenir à chaque paie.



## 5 Examinez et soumettez les détails de votre inscription ainsi que vos choix



## 6 Notez votre numéro de confirmation

Conservez ces renseignements pour vos dossiers.

Pour toute aide supplémentaire, communiquez avec un représentant des Fidelity Stock Plan Services. Tous les détails pour nous joindre par téléphone sont accessibles sur le site [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Les investissements comportent des risques, y compris celui d'une perte.

Assurez-vous d'ouvrir votre compte. Si vous ne le faites pas, vous pourriez être soumis à des retenues d'impôt supplémentaires imposées par l'IRS aux États-Unis sur certaines transactions.

Fidelity Stock Plan Services, LLC fournit des services de tenue de dossiers et/ou des services administratifs au régime d'avantages sur capitaux propres de votre société, en plus de tout service offert directement au régime par votre société ou ses fournisseurs de services.

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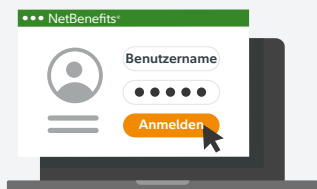


Aktienplan-Dienste

# Registrieren Sie sich in Ihrem Aktienkaufplan für Mitarbeiter (ESPP) – Eine Kurzanleitung

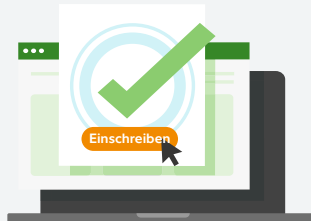


Der Aktienplan Ihres Unternehmens bietet mitunter enorme Vorteile für Ihre allgemeine Financial Wellness. Die von Ihnen – ganz bequem durch automatische Gehaltsabzüge – gekauften Aktien lassen sich für kurz- und langfristige Ziele zu Geld machen. **Befolgen Sie für die Registrierung diese einfachen Schritte.**



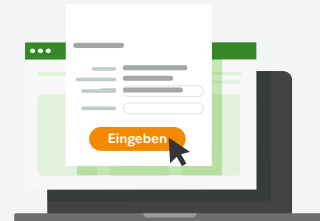
## 1 Gehen Sie zu [NetBenefits.com](https://www.netbenefits.com)

Wählen Sie den Reiter **Outside U.S. Employees** (Mitarbeiter außerhalb der USA), um sich anzumelden oder als neuer Benutzer zu registrieren.



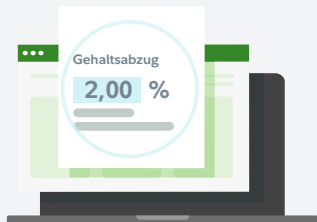
## 2 Anmeldung zum Plan

Klicken Sie auf der Seite **Plan Summary** (Planzusammenfassung) auf **Enroll** (Registrieren). Wenn Sie bereits ein Konto besitzen, können Sie zu **Schritt 4** springen.



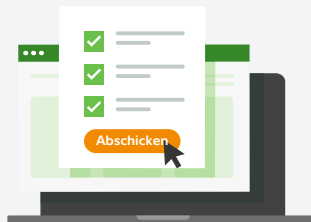
## 3 Machen Sie Ihre Angaben und bestätigen Sie sie

**Überprüfen und verifizieren Sie** Ihre personenbezogenen Daten.

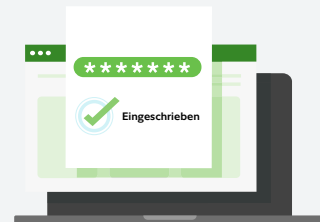


## 4 Weiter zu Registrierungsangaben und Auswahl

**Legen Sie die Höhe der Beträge fest**, die von jedem Gehalt abgezogen werden sollen.



## 5 Überprüfen Sie die Registrierungsangaben und Ihre Auswahl und schicken Sie sie ab



## 6 Notieren Sie sich Ihre Bestätigungsnummer

Bewahren Sie diese Informationen in Ihren Unterlagen auf.

Wenden Sie sich an Ihren Vertreter von Fidelity Stock Plan Services, wenn Sie weitere Unterstützung benötigen. Anrufinformationen finden Sie unter [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Investitionen sind mit einem gewissen Risiko verbunden – auch mit einem Verlustrisiko.

Vergessen Sie nicht, Ihr Konto zu eröffnen. Tun Sie dies nicht, fällt bei bestimmten Transaktionen womöglich eine zusätzliche, von der US-Steuerbehörde IRS vorgeschriebene Quellensteuer an.

Fidelity Stock Plan Services, LLC bietet zusätzlich zu den von Ihrem Unternehmen oder seinen Dienstleistern direkt für den Kapitalbeteiligungsplan erbrachten Dienstleistungen Buchhaltungs- und Verwaltungsdienstleistungen für den Aktienvergütungsplan Ihres Unternehmens an.

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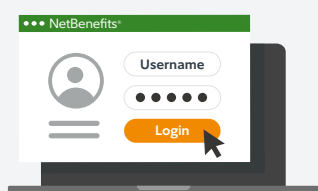


Servizi piano azionario

## Iscrizione al Piano di acquisto di quote dipendenti (ESPP) — Una guida rapida



Il suo piano azionario aziendale può giocare un ruolo importante nel suo benessere finanziario complessivo. Le azioni che compra, pagate in modo semplice attraverso deduzioni automatiche dalla busta paga, possono essere liquidate in vista di obiettivi a breve e lungo termine. **Segua questi semplici passaggi per iscriversi.**



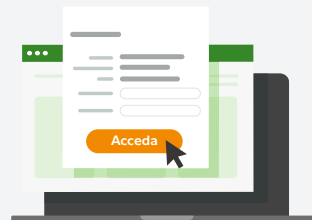
### 1 Si colleghi a [NetBenefits.com](https://www.netbenefits.com)

Selezioni la scheda **Outside U.S. Employees** (Dipendenti fuori degli USA) per effettuare l'accesso o registrarsi come nuovo utente.



### 2 Si iscriva al suo piano

Nella **schermata Riepilogo del piano** faccia clic su **Iscriviti**. Se dispone già di un conto, può saltare direttamente al **Passo 4**.



### 3 Acceda e confermi le sue informazioni

**Riveda e verifichi** i suoi dati personali.

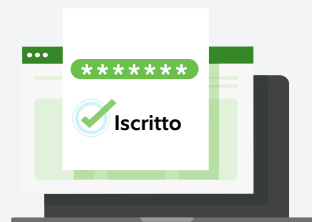


### 4 Continui alle scelte di iscrizione

**Scelga l'importo** che desidera dedurre da ogni busta paga.



### 5 Verifica e inoltra dei dettagli dell'iscrizione e delle scelte



### 6 Annoti il suo numero di conferma

Conservi questa informazione nei suoi registri.

Per ulteriore assistenza, si prega di contattare un addetto di Fidelity Stock Plan Services. Le istruzioni per le chiamate si trovano su [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Le attività di investimento comportano rischi, incluso quello di perdere il capitale.

Si accerti di aprire il suo conto. Qualora non dovesse farlo, potrebbe essere soggetto a ulteriori ritenute d'imposta da parte dell'IRS statunitense su determinate transazioni.

I servizi amministrativi e/o di tenuta dei registri per il piano di partecipazione al capitale della sua società vengono forniti da Fidelity Stock Plan Services, LLC, in aggiunta alle eventuali prestazioni fornite direttamente al piano dalla sua società e dai suoi fornitori di servizi.

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Stock Plan Services

# 従業員株式購入制度 (ESPP) に加入する — クイックスタートガイド



会社のストックプランは、総合的なフィナンシャル・ウェルビーイングに重要な役割を果たします。自動的な給与天引きによって購入する株式は、短期および長期の目標のために換金することができます。**簡単な3つの手順に従って加入します。**



## 1 NetBenefits.com にアクセスします

[Outside U.S. Employees (米国外の従業員)] タブを選択してログインするか、新規ユーザーとして登録します。



## 2 プランに加入する

[Plan Summary screen (プランの概要)] 画面から、[Enroll (加入)] をクリックします。すでに口座を所有している場合は、ステップ4にスキップします。



## 3 情報を入力して確認する

個人の詳細をレビューして確認してください。



## 4 加入の選択内容に進む

一回の給与支払いにつき天引きする金額を入力してください。



## 5 加入に関する詳細と選択の確認および送信を行う



## 6 以下を書き留める: 確認番号

この情報は記録用として保存します。

サポートをご希望の場合は、Fidelity Stock Plan Services の担当者にお問い合わせください。お問い合わせの番号に関しては、[Fidelity.com/globalcall](https://www.fidelity.com/globalcall) を参照してください。

投資には損失などのリスクがつきものです。

お客様の口座が開設されたことを確認してください。これを実行しない場合、アメリカ合衆国内国歳入庁により追加の源泉徴収が行われる場合があります。

Fidelity Stock Plan Services, LLCは、あなたの会社またはご利用のサービスプロバイダーがプランに直接提供するサービスに加えて、会社の株式報酬制度に記録管理および/または管理サービスを提供します。





주식 플랜 서비스

# 직원 주식 구매 제도(ESPP)에 가입하세요 - 빠른 시작 안내



귀하의 회사 주식 제도는 본인의 전체적인 금융 웰니스에 중요한 역할을 담당할 수 있습니다. 귀하가 구매할 주식은 자동 급여 공제를 통해 손쉽게 구매 가능하며 단기 및 장기 목표를 위해 현금으로 전환할 수 있습니다. **다음의 간단한 단계들을 따라 가입하세요.**



## 1 NetBenefits.com을 방문하십시오

로그인하거나 신규 사용자로 가입하려면 **Outside U.S. Employees(미국 외 직원)** 탭을 선택하십시오.



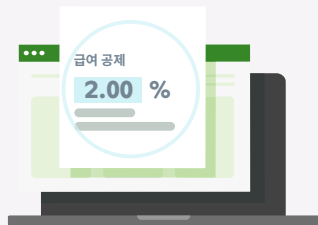
## 2 플랜에 가입하기

플랜 개요(Plan Summary) 화면에서 **가입하기 (Enroll)**를 클릭하십시오. 이미 계정을 개설하신 경우, **4 단계**로 건너뛰십시오.



## 3 귀하의 정보 입력 및 확인하기

귀하의 개인 신상 정보를 검토 및 **확인**하십시오.

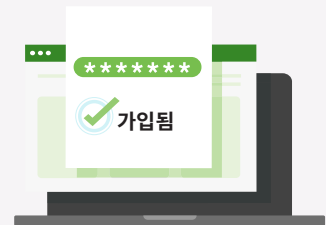


## 4 가입 선정 계속하기

각 급여 지급에서 공제할 **희망 액수**를 선택하십시오.



## 5 가입 세부 사항과 선정을 검토하고 제출하기



## 6 귀하의 확인 번호를 기록하십시오

본 정보는 본인 기록용으로 보관하십시오.

도움이 필요한 경우 Fidelity Stock Plan Services 담당자에게 연락 주시기 바랍니다. 전화 연락 방법은 [Fidelity.com/globalcall](https://www.fidelity.com/globalcall) 을 참조하십시오.

투자에는 손실의 위험을 비롯한 위험 부담이 있습니다.

꼭 계정을 개설하십시오. 그렇지 않을 경우, 특정 거래에 대해 미국 국제청에서 의무화하는 추가적 원천세가 적용될 수 있습니다.

Fidelity Stock Plan Services, LLC는 귀하의 회사 또는 이의 서비스 제공자가 플랜에 직접 제공하는 서비스에 비롯하여, 귀하의 회사의 주식기존 보상 플랜에 기록 관리 및 또는 행정 서비스를 제공합니다.

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1064690.2.0 Korean

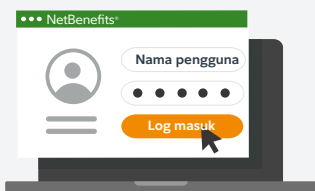


Perkhidmatan Pelan Saham

# Mendaftar dalam Pelan Pembelian Saham Pekerja (ESPP) anda—Panduan mula ringkas

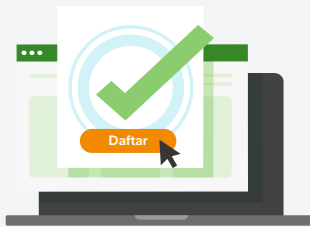


Pelan saham syarikat anda boleh memainkan peranan yang penting dalam kesejahteraan kewangan anda secara keseluruhannya. Syer yang anda beli—yang boleh dibeli dengan mudah melalui potongan gaji—boleh ditunaikan untuk sasaran jangka pendek dan panjang. **Untuk mendaftar, ikut langkah-langkah mudah ini.**



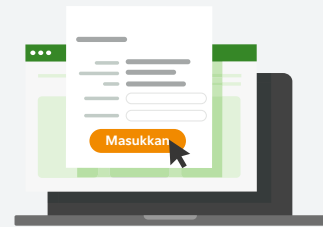
## 1 Layari [NetBenefits.com](https://www.netbenefits.com)

Pilih tab **Outside U.S. Employees** (Pekerja Di Luar A.S.) untuk log masuk atau daftar sebagai pengguna baharu.



## 2 Daftar dalam pelan anda

Klik **Enroll** (Daftar) dari **skrin Plan Summary** (Ringkasan Pelan). Jika anda sudah membuka akaun anda, anda boleh melangkau ke **langkah 4** untuk mendaftar.



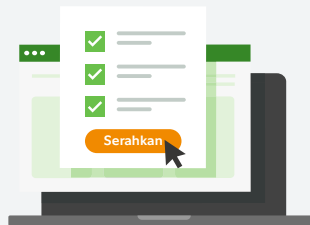
## 3 Masukkan dan sahkan maklumat anda

**Semak semula dan sahkan** butiran peribadi anda.

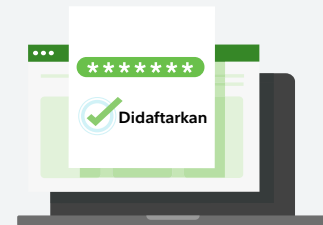


## 4 Teruskan dengan pendaftaran pemilihan

Pilih **jumlah** yang anda mahu tolak daripada setiap cek gaji.



## 5 Semak semula dan serahkan pendaftaran dan pemilihan



## 6 Catatkan nombor pengesahan Anda

Simpan maklumat ini untuk rekod anda.

Untuk mendapatkan bantuan lanjut, hubungi Wakil Fidelity Stock Plan Services. Arahkan panggilan boleh ditemui di [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Pelaburan membawa risiko, termasuk risiko kerugian.

Sila pastikan anda membuka akaun anda. Jika anda tidak berbuat demikian, anda mungkin tertakluk pada penahanan cukai wajib IRS A.S. tambahan ke atas transaksi tertentu.

Fidelity Stock Plan Services, LLC menyediakan penyimpanan rekod dan/atau perkhidmatan pentadbiran untuk pelan pampasan ekuiti syarikat anda, di samping sebarang perkhidmatan yang disediakan langsung kepada pelan tersebut oleh syarikat anda ataupun penyedia perkhidmatannya.

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1064690.2.0 Malay



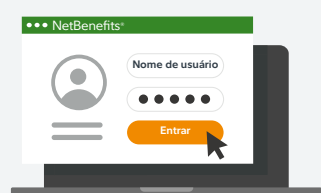
## Stock Plan Services

# Inscriva-se no seu Plano de Compra de Ações para Funcionários (ESPP) — Um guia de início rápido



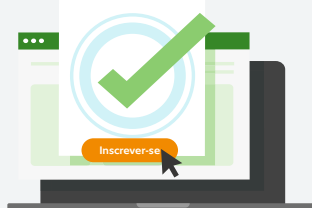
O plano de ações da sua empresa pode desempenhar um papel importante no seu bem-estar financeiro geral. As ações que você compra - facilmente compradas por meio de deduções automáticas em folha de pagamento - podem ser sacadas para objetivos de curto e longo prazo.

**Siga estas etapas simples para se inscrever.**



### 1 Visite [NetBenefits.com](https://www.netbenefits.com)

Selecione a guia **Outside U.S. Employees** (Funcionários fora dos EUA) para fazer login ou registrar-se como um novo usuário.



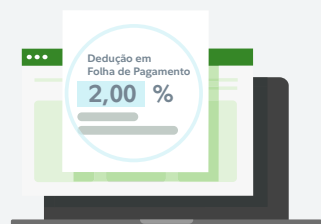
### 2 Inscreva-se no seu plano

Clique em **Enroll** (Inscrever-se) na tela **Plan Summary (Resumo do plano)**. Se você já tiver aberto a sua conta, vá para a **etapa 4**.



### 3 Insira e confirme suas informações

**Revise e verifique** seus dados pessoais.

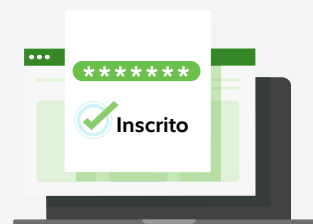


### 4 Continuar para as escolhas de inscrição

**Escolha quanto** deseja deduzir de cada contracheque.



### 5 Revisar e enviar detalhes de inscrição e escolhas



### 6 Anote seu número de confirmação

Mantenha essas informações para seus registros.

Se precisar de ajuda, entre em contato com um representante da Fidelity Stock Plan Services. Dados para contato telefônico podem ser encontrados em [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Investir envolve risco, inclusive de perda.

Não se esqueça de abrir a sua conta. Se você não abrir a conta, poderá estar sujeito a mais retenções de imposto na fonte determinadas pelo IRS (órgão da Receita Federal dos EUA) em determinadas transações.

A Fidelity Stock Plan Services, LLC, oferece serviços contábeis e administrativos para os planos de remuneração por ações da sua empresa, incluindo quaisquer serviços prestados diretamente ao plano pela sua empresa ou seus prestadores de serviço.

Fidelity Stock Plan Services, LLC

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1064690.2.0 Portuguese

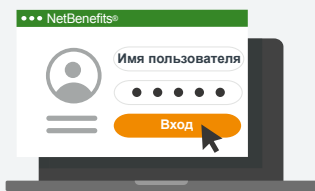


Услуги по плану акционирования

# Регистрация в плане покупки акций сотрудником (ESPP) — краткое вводное руководство

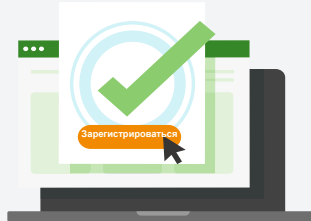


План акционирования вашей компании может сыграть важную роль в улучшении вашего общего финансового благосостояния. Приобретаемые вами акции (легко оплачиваемые путем автоматических вычетов из заработной платы) могут быть обращены в деньги и использованы для достижения кратко- и долгосрочных целей. **Для регистрации выполните следующие простые шаги.**



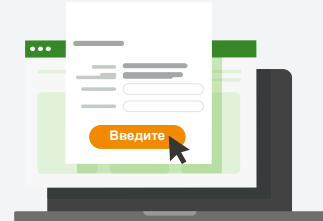
## 1 **Посетите веб-сайт [NetBenefits.com](https://NetBenefits.com)**

Выберите вкладку **Outside U.S. Employees (Работники за пределами США)**, чтобы войти в систему, или зарегистрируйтесь как новый пользователь.



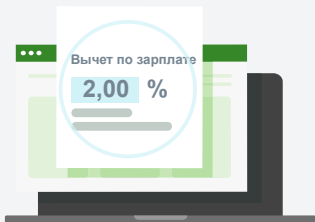
## 2 **Зарегистрируйтесь в своем плане**

В разделе «Сводная информация по плану» нажмите «Регистрация». Если у вас есть счет, можете сразу переходить к шагу 4.



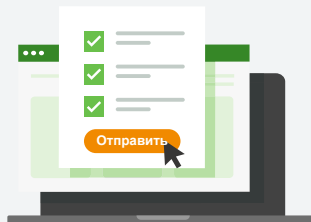
## 3 **Введите и подтвердите свою информацию**

Проверьте и подтвердите свои персональные данные.

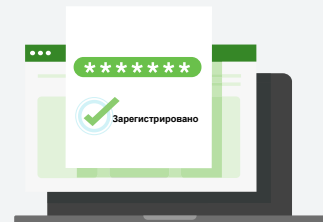


## 4 **Перейдите к выборам, которые нужно сделать при регистрации**

Выберите, сколько вы хотите, чтобы у вас вычитали из каждой заработной платы.



## 5 **Проверьте и отправьте информацию для регистрации и о сделанных выборах**



## 6 **Запишите свой номер подтверждения**

Сохраните эту информацию в своих записях.

Если вам нужна помощь, обратитесь к представителю компании Fidelity Stock Plan Services. Инструкции по осуществлению звонков можно найти на сайте [Fidelity.com/globalcall](https://Fidelity.com/globalcall).

Инвестирование сопряжено с рисками, включая риск убытков.

Не забудьте открыть свой счет. Если вы этого не сделаете, то по требованию Федеральной налоговой службы США (IRS) с вас могут удержать дополнительные налоги с некоторых операций. Fidelity Stock Plan Services, LLC, предоставляет услуги ведения учета и/или администрирования по плану компенсационных выплат долевыми инструментами в вашей компании в дополнение к услугам, предоставляемым непосредственно плану вашей компанией или ее поставщиками услуг. Fidelity Stock Plan Services, LLC © 2022 FMR LLC. Все права защищены. 1064690.2.0 Russian



股票计划服务

# 注册员工股票购买计划 (ESPP)——快速入门指南



您的公司股票计划可在您整体财务健康中发挥重要的作用。您购买的股票(可通过自动工资扣除便捷地购买)可以换取现金以便用于短期和长期目标。**按照以下几个简单步骤操作即可完成注册。**



## 1 访问 [NetBenefits.com](https://netbenefits.com)

选择 **Outside U.S. Employees (美国以外的雇员)** 选项卡登录或注册为新用户。



## 2 注册您的计划

在 **Plan Summary (计划摘要)** 页面中, 单击 **Enroll (注册)**。如果您已开立账户, 可跳到**第 4 步**。



## 3 输入并确认您的信息

检查并核对您的个人详细信息。



## 4 继续操作, 进行注册选择

选择您希望从每次工资中扣除的**金额**。



## 5 检查并提交注册信息和选择



## 6 记录您的确认号

保留此信息用于存档记录。

如需获取更多帮助, 请联系 Fidelity Stock Plan Services 代表。呼叫说明可在 [Fidelity.com/globalcall](https://fidelity.com/globalcall) 查看。

投资有风险, 包括损失风险。

务必开立您的账户。如果未开立账户, 美国国内税务局 (IRS) 对您的某些交易可能有额外的预扣税款要求。

除了贵公司及其服务提供商直接向计划提供的任何服务之外, Fidelity Stock Plan Services, LLC 向贵公司股权报酬计划提供记账和/或管理服务。

Fidelity Stock Plan Services, LLC

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1064690.2.0 Simplified Chinese



Servicios De Plan De Acciones

# Inscríbese en su Plan de Compra de Acciones para Empleados (ESPP): Guía de inicio rápido

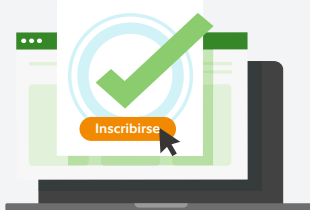


El plan de acciones de su empresa puede desempeñar una función importante en su bienestar financiero general. Las acciones que compre —las cuales se adquieren con facilidad mediante deducciones automáticas de nómina— pueden venderse para cumplir con metas de corto y largo plazo. **Para inscribirse, siga estos simples pasos.**



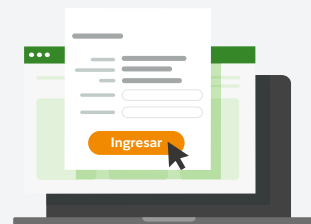
## 1 Visite [NetBenefits.com](https://www.netbenefits.com)

Para iniciar sesión o registrarse como usuario nuevo, seleccione la pestaña **Outside U.S. Employees** (Empleados de fuera de los EE. UU.).



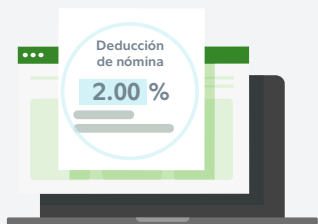
## 2 Inscríbese en su plan

En la **pantalla Summary Plan** (Resumen del plan), haga clic en **Enroll** (Inscribirse). Si tiene una cuenta, puede ir al **paso 4**.



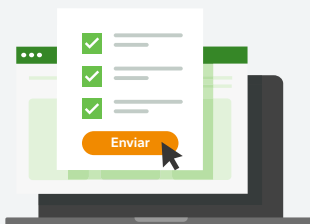
## 3 Ingrese y confirme su información

**Revise y verifique** sus datos personales.

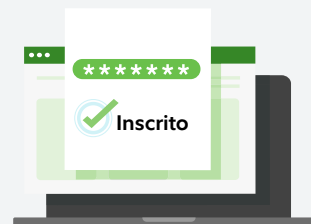


## 4 Continúe a las selecciones de inscripción

**Elija cuánto dinero** quiere deducir de cada sueldo.



## 5 Revise y envíe los detalles y selecciones de inscripción



## 6 Anote su número de confirmación

Conserve esta información en sus registros.

Para recibir más ayuda, comuníquese con un representante de Fidelity Stock Plan Services. Puede encontrar las instrucciones para llamar en [Fidelity.com/globalcall](https://www.fidelity.com/globalcall).

Las inversiones suponen riesgos, incluido el riesgo de pérdida.

No olvide abrir su cuenta. De lo contrario, pueden hacerse otras deducciones de impuestos establecidas por el Servicio de Impuestos Internos (IRS) de los Estados Unidos para ciertas transacciones.

Fidelity Stock Plan Services, LLC presta servicios contables o administrativos para el plan de compensación en acciones de su empresa, adicionales a los servicios que su empresa o sus proveedores de servicio prestan de forma directa al plan.

Fidelity Stock Plan Services, LLC

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1064690.2.0 Spanish



การให้บริการแผนซื้อขายหุ้น

# การสมัครแผนการซื้อหุ้นของพนักงาน (ESPP) ของคุณ - คู่มือเริ่มต้นฉบับย่อ

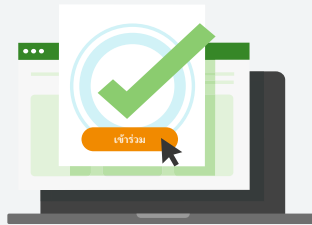


แผนหุ้นของบริษัทของคุณสามารถมีบทบาทที่สำคัญต่อความมั่นคงทางการเงินโดยรวมของคุณ หุ้นที่คุณซื้อซึ่งสามารถทำได้ง่ายผ่านการหักจากเงินเดือนโดยอัตโนมัติ สามารถถอนออกมาเป็นเงินสดได้ตามเป้าหมายระยะสั้นและระยะยาว **ปฏิบัติตามขั้นตอนง่าย ๆ ต่อไปนี้เพื่อสมัคร**



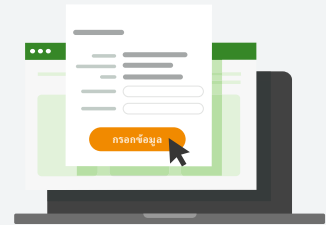
## 1 ไปยัง [NetBenefits.com](https://www.netbenefits.com)

เลือกแท็บพนักงานที่อยู่นอกสหรัฐอเมริกา เพื่อเข้าสู่ระบบ หรือลงทะเบียนผู้ใช้งานใหม่



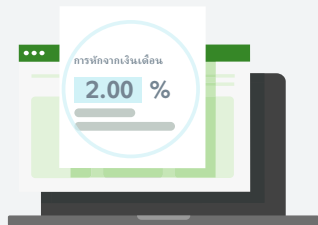
## 2 สมัครเข้าร่วมในแผนของคุณ

คลิก **สมัคร** บนหน้าจอข้อมูลสรุปเกี่ยวกับแผน หากคุณมีบัญชีอยู่แล้ว คุณสามารถข้ามไปยังขั้นตอนที่ **4** ได้เลย



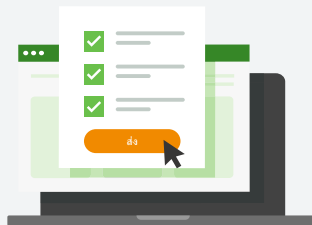
## 3 กรอกและยืนยันข้อมูลของคุณ

ตรวจสอบและยืนยันความถูกต้องของรายละเอียดส่วนบุคคลของคุณ



## 4 ดำเนินการต่อเพื่อเลือกตัวเลือกในการสมัคร

เลือกจำนวนเงินที่คุณต้องการให้หักจากการจ่ายเงินเดือนแต่ละเดือน



## 5 ตรวจสอบและส่งรายละเอียดการสมัครและการเลือกตัวเลือก



## 6 จัดบันทึกหมายเลขการยืนยัน

เก็บข้อมูลนี้ไว้เพื่อเป็นบันทึกข้อมูลของคุณ

หากต้องการความช่วยเหลือเพิ่มเติม กรุณาติดต่อเจ้าหน้าที่ Fidelity Stock Plan Services คุณสามารถดูคำแนะนำเรื่องการโทรศัพท์ติดต่อได้ที่ [Fidelity.com/globalcall](https://www.fidelity.com/globalcall)

การลงทุนมีความเสี่ยง รวมถึงการเสี่ยงขาดทุน

โปรดแน่ใจว่าคุณได้เปิดใช้งานบัญชีของคุณแล้ว หากคุณไม่เปิดใช้งานบัญชีของคุณ คุณอาจถูกหักภาษี ณ ที่จ่ายเพิ่มเติมตามที่ IRS ของสหรัฐฯ กำหนดไว้สำหรับบางธุรกรรม

Fidelity Stock Plan Services, LLC เป็นผู้ให้บริการบันทึกประวัติและ/หรือการจัดการแผนผลตอบแทนตราสารทุนของบริษัทคุณ นอกเหนือไปจากบริการใด ๆ ที่บริษัทของคุณหรือผู้ให้บริการของบริษัทที่ได้รับมอบหมายโดยตรง

Fidelity Stock Plan Services, LLC.

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1064690.2.0 Thai



## 股票計劃服務

# 登記參與您的員工認股計劃 (ESPP) — 快速入門指南



您所屬公司的股票計劃對您的整體財務狀況重要無比。您所買入的股份，譬如透過自動扣薪的方式買進的股份，變現後可以協助您達成短期或長期目標。**請按照下列簡單的步驟登記參與。**



### 1 前往 [NetBenefits.com](https://www.netbenefits.com)

選取 **Outside U.S. Employees** (美國以外地區員工) 分頁登入，或註冊為新的使用者。



### 2 登記參與您的計劃

請在 **Plan Summary** (計劃摘要) 頁面上按一下 **Enroll** (登記)。若您已經有開立帳戶，您可以直接跳到**步驟 4**。



### 3 輸入並確認您的資訊

檢閱並驗證您的個人資料。



### 4 繼續選擇登記參與的方式

選擇您希望每次薪資扣繳的金額。



### 5 檢閱並送出登記參與的詳細資料和選擇



### 6 請記下您的確認號碼

請保留這個號碼以作為記錄。

如需更多協助，請聯絡 Fidelity Stock Plan Services 代表。聯絡方式說明請見 [Fidelity.com/globalcall](https://www.fidelity.com/globalcall)。

投資涉及風險，並可能虧損。

請確認您已開立帳戶。否則，有些交易可能會依照美國國稅局的規定，額外向您收取扣繳稅額。

除了任何由您所屬公司或其服務提供者為計劃所直接提供的服務以外，Fidelity Stock Plan Services, LLC 提供您所屬公司的股票獎勵計劃之保存記錄及/或行政服務。

Fidelity Stock Plan Services, LLC

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1064690.2.0 Traditional Chinese



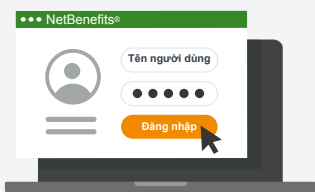


Dịch vụ kế hoạch cổ phần

# Đăng ký vào Kế hoạch Mua Cổ phần Nhân viên (ESPP)—Hướng dẫn nhanh

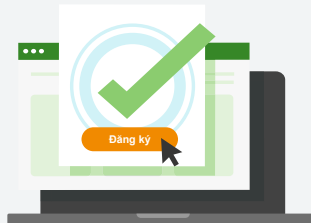


Kế hoạch cổ phần công ty của bạn có thể có vai trò quan trọng trong sức khỏe tài chính tổng thể của bạn. Cổ phiếu bạn mua—dễ dàng được mua thông qua khấu trừ lương tự động—có thể được quy ra tiền mặt cho các mục tiêu ngắn hạn và dài hạn. **Làm theo những bước đơn giản này để đăng ký.**



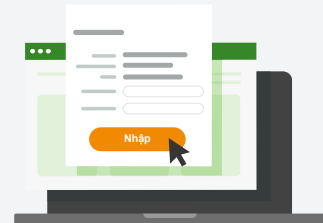
## 1 Truy cập [NetBenefits.com](https://NetBenefits.com)

Chọn thẻ **Nhân viên bên ngoài Hoa Kỳ** để đăng nhập hoặc đăng ký là người dùng mới.



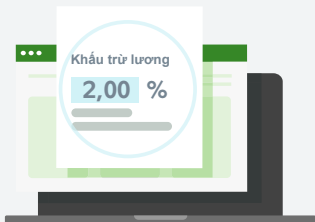
## 2 Đăng ký vào kế hoạch của bạn

Nhấp vào **Đăng ký** trên màn hình **Tóm tắt Kế hoạch**. Nếu bạn có tài khoản, bạn có thể bỏ qua đến **bước 4**.



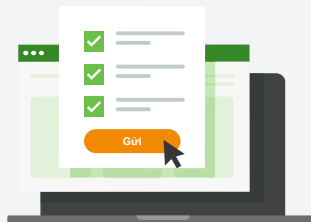
## 3 Nhập và xác nhận thông tin của bạn

**Xem lại và xác minh** thông tin cá nhân chi tiết của bạn.

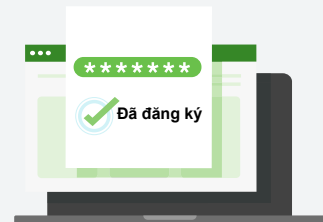


## 4 Tiếp tục tới bước lựa chọn đăng ký

**Chọn số lượng** bạn muốn khấu trừ từ mỗi lần trả lương.



## 5 Xem lại và gửi thông tin đăng ký chi tiết và các lựa chọn



## 6 Ghi lại số xác nhận của bạn

Lưu thông tin này vào hồ sơ của bạn.

Để được hỗ trợ thêm, hãy liên hệ với đại diện Fidelity Stock Plan Services. Các hướng dẫn gọi điện có thể tìm thấy tại [Fidelity.com/globalcall](https://Fidelity.com/globalcall).

Đầu tư thường đi cùng với rủi ro, bao gồm cả việc thua lỗ.

Hãy chắc chắn bạn muốn mở tài khoản. Nếu không, bạn có thể phải chịu thêm khấu trừ thuế bắt buộc theo IRS của Hoa Kỳ đối với một số giao dịch nhất định.

Fidelity Stock Plan Services, LLC cung cấp các dịch vụ quản lý hành chính và lưu trữ hồ sơ cho chương trình lương bổng bằng cổ phần của công ty bạn, bên cạnh các dịch vụ được cung cấp trực tiếp cho chương trình bởi công ty bạn hay các nhà cung cấp dịch vụ của công ty bạn.

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