

[Company Letterhead]

[Date]

[Executive Name]

[Executive Title]

[Address]

[City, State, Zip Code]

Subject: Advisory Notice Regarding Incentive-Based Compensation Recoupment (Clawback)

Dear [Executive Name],

This letter serves as formal notification regarding the impact of the recent restatement of [Company Name]'s financial statements for the fiscal period(s) ending [Date(s)] on your incentive-based compensation.

In accordance with Section 10D of the Securities Exchange Act of 1934, [Exchange Name] Listing Rules, and the Company's Clawback Policy adopted on [Policy Adoption Date], the Company is required to recover erroneously awarded incentive-based compensation in the event of an accounting restatement due to material noncompliance with financial reporting requirements.

Determination of Overpayment:

Following the restatement, the Compensation Committee has recalculated the incentive goals and performance metrics for the affected period. It has been determined that the compensation you received exceeded the amount that would have been paid based on the restated financial results.

- **Original Incentive Amount Paid:** \$[Amount]
- **Recalculated Incentive Amount:** \$[Amount]
- **Total Amount Subject to Recoupment:** \$[Amount]

Recovery Process:

The Company intends to recover the excess amount through the following method: [e.g., direct repayment, offset against future bonuses, or cancellation of unvested equity awards].

Please review the attached summary detailing the recalculation. We request that you sign and return the acknowledgment copy of this letter by [Deadline Date] to discuss the specific timeline for the recovery process.

If you have questions regarding the calculation or the policy, please contact [Name/Department] at [Contact Information].

Sincerely,

[Signature]

[Name of Sender]

[Title, e.g., Chair of the Compensation Committee]

[Company Name]

Acknowledgment:

I acknowledge receipt of this advisory letter and understand the Company's obligations and my own under the Incentive-Based Compensation Recoupment Policy.

[Executive Signature] [Date]