How to activate your Stock Plan Account
A quick-start guide for stock plan participants

Follow these easy steps to activate your account online:

1. Type NetBenefits.com into your browser address bar.
2. Click the Outside U.S. Employees tab.
3. If you are a new user, click Register as a new user to complete the registration process.
   You will be required to enter your:
   • Participant Number (begins with an “i” and is provided by Fidelity Stock Plan Services).
   • Employee ID (provided by your employer)
   • Date of birth
4. Create a username, password and security question. Click Submit. Please make note of the phone equivalent of your username. It is used for account authentication if you call a Fidelity Stock Plan Services Representative. Log in to your account.

5. Select your preferred currency to see all your stock plan values in the same currency.

6. From the Plan Summary screen, click Activate.
7. Enter your **personal information**.

If you are not a U.S. citizen, enter your country of citizenship.

8. **Review and confirm** your account and personal information. Click **Confirm My Information** to continue.

9. Read the **Participant Agreement** and select Yes if you agree to its electronic delivery. Then select **I Agree** to agree to the terms.
10. You have activated your Stock Plan Account. If you are not a U.S. citizen, you will need to certify your W-8 status, to avoid additional tax withholding in the U.S. Click Continue to Plan Summary to proceed.

11. Foreign Status Certification is required. Click Certify your account for foreign status and answer all the questions. It will take approximately 5–10 minutes to complete.

12. Return to home page once complete.

When you reach this point, you have successfully activated your Stock Plan Account. For further assistance, contact a Fidelity Stock Plan Services Representative. Representatives are available Monday through Friday, from 8 a.m. to 8 p.m., your local time, excluding holidays of the New York Stock Exchange, except Good Friday. Calling instructions can be found at Fidelity.com/globalcall.