

FIGURE 7A

## Revenues \$100M - \$999M – 2023

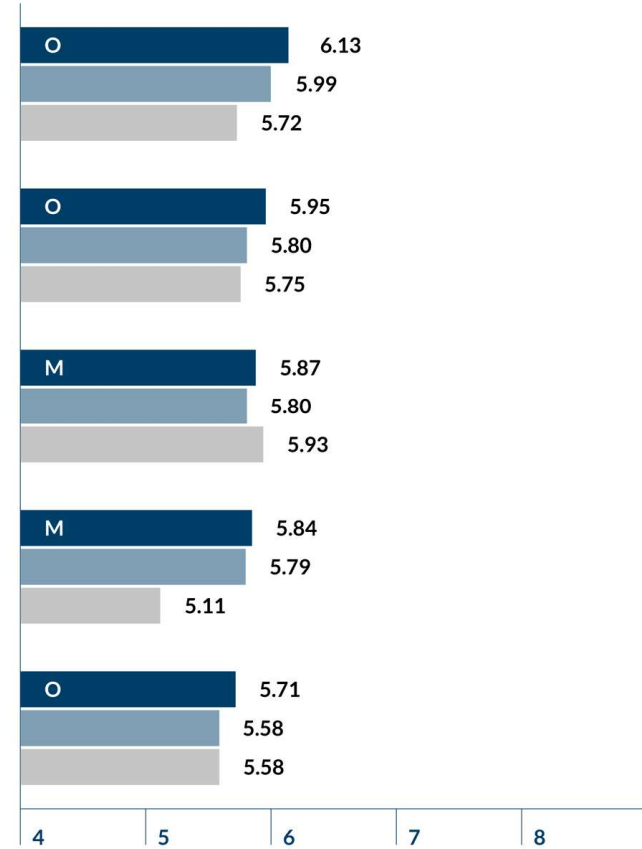
Our organization's succession challenges and ability to attract and retain top talent and labor amid the constraints of a tightening talent/labor market may limit our ability to achieve operational targets

Resistance to change in our culture may restrict our organization from making necessary adjustments to the business model and core operations on a timely basis

Economic conditions (including inflationary pressures) in markets we currently serve may significantly restrict growth opportunities, impact margins or require new skill sets for our organization

Anticipated increases in labor costs may affect our opportunity to meet profitability targets

Our organization may not be sufficiently prepared to manage cyber threats such as ransomware and other attacks that have the potential to significantly disrupt core operations and/or damage our brand



**M** Macroeconomic Risk Issue

**S** Strategic Risk Issue

**O** Operational Risk Issue

**■** 2023

**■** 2022

**■** 2021

FIGURE 7B

## Revenues \$100M - \$999M – 2032

Our organization’s succession challenges and ability to attract and retain top talent and labor amid the constraints of a tightening talent/labor market may limit our ability to achieve operational targets

The adoption of digital technologies (e.g., artificial intelligence, automation in all of its forms, natural language processing, visual recognition software, virtual reality simulations) in the marketplace and in our organization may require new skills that either are in short supply in the market for talent or require significant efforts to upskill and reskill our existing employees

Resistance to change in our culture may restrict our organization from making necessary adjustments to the business model and core operations on a timely basis

Rapid speed of disruptive innovations enabled by advanced technologies (e.g., artificial intelligence, automation in all of its forms, hyper-scalable platforms, faster data transmission, quantum computing, blockchain, digital currencies and the metaverse) and/or other market forces may outpace our organization’s ability to compete and/or manage the risk appropriately, without making significant changes to our business model

Ensuring data privacy and compliance with growing identity protection expectations and regulations may require alterations demanding significant resources to restructure how we collect, store, share and use data to run our business



M Macroeconomic Risk Issue    S Strategic Risk Issue    O Operational Risk Issue    ■ 2032    ■ 2031    ■ 2030